



## **Fellowship of Believers**

*Building People to Change the World*

### ***Introduction***

This Leadership Manual was written in its original version by Diane Lafler of the Fellowship of Believers Church in Sarasota, FL. Diane has allowed me to streamline, make changes, and add content to her original version. This has allowed us to use this teaching in a variety of settings including the Leadership Training Course offered at Sarasota Bible College and Leadership Seminars. The Bible College course covers 30 hours of teaching, while the Leadership Seminar takes 6-8 hours and highlights only key information. The manual contains information from many well respected authors, pastors, and leaders. Their work is well documented, using endnotes in each lesson. I want to personally thank Diane Lafler for all of her hard work and research on this project. Her work will continue to benefit us for many years to come.

Our desire is to equip the church to do the work of the ministry. Paul talks about this at length in the book of Ephesians. As we all grow and develop ourselves as stronger disciples and leaders at home, work and ministry, we will make our mark in this world for the glory of God. The fact is, all of us are leaders in some aspect since a leader is simply one who influences another. We are leaders as we influence others at home, work, and in the environment that surrounds us. Of course, we should all aspire to be a positive influence and lead others toward Christ. In view of this, I believe every believer needs to grow in their leadership skills. In this way we can be the most effective for Christ, wherever we may be. May God bless you as you mature in Him.

God Bless,

*Tom Wilhoit*

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## TABLE OF CONTENTS

### ***Section 1: You as a Leader***

1. The Character of True Leadership . . . . . Page 1
2. Understanding the Anointing . . . . . Page 7
3. Understanding our Calling. . . . . Page 12
4. Tests of Leadership . . . . . Page 19
5. The Preparation Process . . . . . Page 24
6. Disciplines in the Life of a Leader . . . . . Page 29

### ***Section 2: Working with Others and Ministry***

7. Understanding Authority . . . . . Page 35
8. Relationships . . . . . Page 41
9. Spiritual Gifts . . . . . Page 48
10. Dealing with Conflicts . . . . . Page 55
11. Equipping Others . . . . . Page 60
12. Building Teamwork. . . . . Page 65



## Leadership Training

### *The Character of True Leadership*

#### What is Character?

- A. “Character is the foundation of great leadership. The spiritual man must never try to build character upon spiritual gifts; spiritual gifts must be built upon character.”<sup>1</sup>
- B. The following description displays the different aspects of the word “character.”
  - 1. Character is the inner life of man. It will reflect either the traits of the sinful nature (being influenced by the world) or the traits of the divine nature (being influenced by the Word of God).
  - 2. Character is the sum of all the negative and positive qualities in a person’s life, exemplified by one’s thoughts, values, motivations, attitudes, feelings and actions.<sup>2</sup>
  - 3. Character is *not* only how a person acts. Character also includes a person’s inner thoughts, motives, and attitudes. To change the character of a person, one must go deeper and deal with the heart.
  - 4. Character does *not* appear without pressure. The pressures of life test what the Lord has really accomplished in a person’s character. Character is formed under such pressures and circumstances.
  - 5. Character is *not* only that which other people see on the outside but also what they do not see. A person can do many outwardly religious works, and still be ungodly. Works are not always a sign of good character.
  - 6. Character is *not* limited to having wisdom to comment on the behavior of others. A person with true character doesn’t just verbally tell other people what to do, but lives as an example worthy of following.

#### Four Phases of Growth

Joseph experienced four phases of development as leader. What stage are you on right now?

- A. Stage 1: “I don’t know what I don’t know”: at 17 years old, he was doing and saying things without understanding. It cost him 2 decades of alienation from his family.
- B. Stage 2: “I know what I don’t know”: it took a life changing incident to help him to see that there were many things he needed to learn about.
- C. Stage 3: “I grow and I know it starts to show”: leaders who show great skill when opportunity presents itself do so only because they’ve paid the price to prepare for that opportunity. When Joseph was finally before Pharaoh, he was ready.
- D. Stage 4: “I simply go because of what I know”: Joseph executed his leadership with excellence as God had prepared him to lead and eventually unite with his family.<sup>3</sup>

## The Biblical Approach to Character

- A. Many churches have emphasized the gift and power of a leader, far above his character development. This imbalance has caused many problems in the Church, including the backsliding of many leaders. Today, however, God is bringing us back to a balance between gift and character. The Lord is not concerned with a leader's gift and anointing only. He also cares deeply about a leader's lifestyle and character. He desires a balance between gift and character in every one of His true leaders.<sup>4</sup> What one builds up with his gifting, he can tear down with his character.
- B. In the days we are living in, as the world around us grows increasingly darker and values are constantly changing, the Church and its leadership must give a clear word to the world. Believers must see the need to develop Godly character for themselves and all who carry the name of Christ.
- C. Believers have all it takes to develop a mature Christian character as they follow the Lord. See *2 Peter 1:1-11* and *Galatians 5:20-22*. It is our responsibility through God's grace *and* our discipline to develop these virtues. Much is determined by each Christian's attitude of response to the dealings of God in his or her life. God wants to develop character. When a believer lacks the discipline to develop his character, the Lord Himself will provide learning experiences and circumstances to help him. This learning process is commonly called "the dealings of God."
1. *Phil. 1:6 (Amp.): "And I am convinced and sure of this very thing, that He who began a good work in you will continue until the day of Jesus Christ [right up to the time of His return], developing [that good work] and perfecting and bringing it to full completion in you."*
  2. *Hebrews 12:7 (Amp.): "You must submit to and endure [correction] for discipline; God is dealing with you as with sons. For what son is there whom his father does not [thus] train and correct and discipline?"*
- D. We need God's dealings to:
1. Deal with our fallen nature and motivate us on to spiritual perfection, removing apathy and laziness.
  2. Reveal hidden areas of sin in our lives to prevent them from destroying us and our ministries. *Psalms 19:12-14; Psalm 32:3-5*. Biblical examples of this are found in:
    - Saul – He gave way to an independent spirit.
    - David – He succumbed to lust.
    - Solomon – He exercised pride, self-confidence, and rebellion.
    - Peter – He was influenced by a controlling spirit and instability.
  3. Leaders must be alert against the secret sins that can so easily destroy their lives and ministries, especially in areas of finances, morality, and authority. *1 Cor. 9:23-27*

## Character in Leadership

- A. Be an Example:  
*"Let no one despise or think less of you because of your youth, but be an example (pattern) for the believers in speech, in conduct, in love, in faith, and in purity." 1 Tim. 4:12 Amplified*

When you set an example, you are giving people a pattern to follow. Your lifestyle is your most powerful message. When you minister in a church, you are to lead a life that others can follow. The bottom line is that as a leader, or even as a spouse of one in leadership, you are watched! You are almost studied and scrutinized, and God knew you would be!

- B. According to Paul, we are to be an example to others by our:
1. Word  
Our conversation is to be exemplary. *Ephesians 4:25-29*. Put away lying and speak truth. We should never reach the point where we are so upset that our words become bitter, vengeful, or ungracious. No filthy words or coarse jesting. *No gossiping!* We must show the ability to keep confidences.
  2. Conduct  
Live out convictions based on biblical principles. What do you spend your time, money and energy on?
  3. Love  
We should always demonstrate the compassion and love of Jesus to those we are serving and ministering to. *2 Peter 4:8* says, “Above all things have intense and unfailing love for one another, for love covers a multitude of sins [forgives and disregards the offenses of others].”
  4. Faith  
“Faithfulness, trustworthiness, or consistency” *1 Corinthians 4:1-2* “So then, let us be looked upon as ministering servants of Christ and stewards (trustees) of the mysteries (the secret purposes) of God. Moreover, it is [essentially] required of stewards that a man should be found faithful [proving himself worthy of trust].”
  5. Purity  
The Greek word “hagneia” refers not only to sexual chastity, but also to the intent of the heart. If your heart is pure, your behavior will be pure as well.

## Losing Ground

- A. The effects of sin on a leader can be devastating to many. Sin will always do the following:
1. Sin always takes you farther than you wanted to go
  2. Sin always keeps you longer than you wanted to stay
  3. Sin always costs you more than you were willing to pay
- B. As Christians we begin to lose ground when we focus more on our giftings or pleasures of life rather than our character and walk with God. The life of Samson is a reminder of this.
- C. When leaders begin to lose ground, they usually exhibit one or more of the following signs:
1. Fail to address glaring character weaknesses—Samson failed to address his problem of sexual impurity
  2. Count on deception to safeguard themselves—he used riddles to trick others, then eventually lied
  3. Act impulsively—he chose his wife rashly and didn’t consider the consequences
  4. Misuse their God-given gifts—he possessed immense strength and anointing, but he took both for granted
  5. Are overcome because of an area of weakness—those who give free reign to sins, are eventually overcome<sup>5</sup>

## Biblical Qualifications of Leadership

- A. There are two main scripture passages in the New Testament that give the qualifications for those in leadership positions. These are a yardstick for measuring development, especially in leadership, but also for all believers in general (*1 Timothy 3:1-13; Titus 1:5-9*). While they are definitely desirable for each person, they are a must for anyone in leadership.

*Take some time to consider how you measure up to each of the qualifications below:*

1. Above Reproach (blameless, strong integrity)
2. Temperate (self controlled, disciplined)
3. Prudent (using sound judgment)
4. Respectable (good behavior, modest, disciplined)
5. Hospitable (fond of guests, warm)
6. Apt to Teach (teaching in a skillful manner)
7. Not Self-Willed (not self-pleasing, arrogant, or stubborn)
8. Not Quick-Tempered (not prone to anger, irritable, or cranky)
9. Not Pugnacious (not violent, combative or a striker)
10. Uncontentious (not quarrelsome, nor argumentative, but peaceful)
11. Gentle (patient, kind and considerate)
12. Free from Love of Money (not greedy, nor pursuing dishonest gain)
13. Rules his own house well (family members, finances, possessions)
14. A Good Reputation
15. Lover of Good (desires the things of God, not worldly things)
16. Just (righteous, equitable, upright)
17. Devout (pursues holiness, pleases God)
18. Holds Fast the Faithful Word (firm grip on the Word of God)

B. Other Leadership Attributes

1. Discipline (living a self-controlled Christian life)
2. Vision (includes insight and foresight, optimism, and hope)
3. Wisdom (imparts necessary balance to a leader & the ability to use/apply knowledge)
4. Decisive (once a leader is sure of the will and timing of God we must act appropriately)
5. Courage (the quality of mind enabling us to overcome fear or other difficult obstacles)
6. Humility (God will resist the proud, yet give grace to the humble)
7. Humor (the joy of the Lord is our strength!)
8. Patience (it's in personal relationships that patience meets its most stringent test)
9. Friendship (you can tell the stature of a leader by the number & quality of his friends)
10. Tact and Diplomacy (the skill of dealing with persons or difficult situation effectively)
11. Listening (time spent listening is well invested)

## What We've Learned

- The very foundation from which every leader's calling and gifts operate is his character.
- Character is not just what people see (actions) but a person's inner motivations, thoughts, desires, and attitudes. It's everything he is and all that God can see. It basically means to be transparent before God.
- What a person builds with his gifts, he can tear down with his character.
- God's emphasis in the Scriptures is more on a leader's character, or what he is, than on what he does.
- Much of God's dealings with a person is to develop his character, to expose and deal with the hidden weaknesses and sins that could destroy his ministry, influence, and spiritual life.
- The list of character qualifications in the Word for elders and deacons are really qualifications all believers should be aiming for.
- It is as a leader yields to the Holy Spirit that the fruit of the Holy Spirit is produced and manifested in that leader's life.

## For Application and Discussion

Take a few minutes to consider all the character traits you have just read about. Review them again prayerfully, meditate on them, ask the Holy Spirit to show you which ones He may be working on in your life right now and write them below.

_____	_____
_____	_____
_____	_____

Pray, asking the Lord to prune what is necessary in your life so that the fruit of His character in that area may be produced in a greater harvest. Continue to yield to the Holy Spirit as He does the work.

## For Further Study

Read:            Qualities for Spiritual Leadership, by J. Oswald Sanders  
Reflecting the Character of Christ, by Dr. Les Carter  
Negative and Positive Qualities that Affect Leadership Wives

Listen to:        Audio tape entitled "Don't Let Your Gift Take You Where Your Character Can't Keep You", by Paul Scanlon

## Endnotes

<sup>1</sup> Joyner, Rick, The Morning Star, "The Characteristics of Leadership", p. 24.  
<sup>2</sup> Damazio, Frank, The Making of A Leader (Portland, OR: City Bible Publishing, 1988), pp. 106, 107  
<sup>3</sup> Maxwell, John, Leadership 101 (Nashville, Tennessee: Thomas Nelson, Inc., 2002) p. 13-19.  
<sup>4</sup> Damazio, Frank, The Making of A Leader (Portland, OR: City Bible Publishing, 1988), p. 106.  
<sup>5</sup> John Maxwell. The 21 Most Powerful Minutes in a Leader's Day. Nashville, Tennessee: Thomas Nelson, Inc., 2000.



## Leadership Training

### *Understanding the Anointing*

In his book *“The Person and Work of the Holy Spirit”*, R.A. Torrey described the Spirit’s ministry this way: “Not infrequently the Holy Spirit takes one who seems to give the least natural promise and uses him far beyond those who give the greatest natural promise. Christian life is not to be lived in the realm of natural temperament, and Christian work is not to be done in the power of natural endowment, but Christian life is to be lived in the realm of the Spirit, and Christian work is to be done in the power of the Spirit.”<sup>1</sup>

#### Importance of the Anointing

- A. Without God’s anointing on a leader’s ministry, it will not produce any lasting fruit for the Kingdom of God. The Church today desperately needs to operate under the anointing of God.
- B. What the anointing is **not**:
  - Mere natural ability or talent
  - Professionalism
  - External show
  - Mere fancy oratory
  - Famous preaching styles mimicked
  - Formal homiletics courses
  - Ecclesiastical position or authority
  - Good speaking technique
  - The direct result of good education
  - External religious forms
  - Nice-sounding music
  - Mere emotionalism
  - Following a simple “how to” list
  - Recognition by an organization

None of the above can ensure God’s anointed presence on a life, a leader, or a church service.<sup>2</sup> The true anointing of God is inspired by the Holy Spirit.

#### Anointing Defined

- A. The anointing is the enablement or unction of the Holy Spirit upon a person, a particular gift, calling, or a group of people to do the purposes of God. According to the root words for anointing, it means “consecrated, quickened, to cause to be spiritually stimulated or kindled, to cause to burn more intensely, to shine more brightly.”
- B. In the Old Testament, the anointing was the divine spirit descending and abiding upon them from God. It was especially seen in the offices of the priests, the kings, and the prophets. It was not an abiding presence, however.
- C. In the New Testament, the believers are referred to as priests and kings. The anointing of the Holy Spirit has been given to us to enable us to fulfill God’s callings. It is, however, an abiding presence of the Holy Spirit within. A synonym for anointing is “power” or “energy of the Holy Spirit” which comes from the Greek word “dunamis.” This is the same word used for the Holy Spirit that was both promised and given in *Acts 1:8, 2:4*.
- D. The anointing is the unction or enabling strength of the Holy Spirit upon a person or a group of people to do the work of ministry.
- E. Some foundational points about the anointing are:
  - 1. To anoint someone was to commission him for a certain purpose, and often involved induction into a major office, such as king, priest, or prophet.

2. Anointing was accompanied by a special divine enablement to carry out the mission for which one was commissioned.
3. The anointing can be seen in many ways. Some examples include: a preacher who connects with the Spirit of God to bring a needed word, a singer who makes a spiritual impact on people because of the presence of God's Spirit on them, a person who is anointed by God to bring a word of exhortation to someone in need.
4. It must be said, however, that a leader can function in the anointing by following previously made plans, previously outlined sermons, etc., provided that they were originated or quickened for that occasion by the Holy Spirit. It does not negate the importance of discipline or organization in leadership. It uses the mind of a leader as a vessel for transmitting the heart and Spirit of God, as the leader flows with the moving of the Spirit.
5. A deep prayer life, meditation on the Word, and an open humble heart allow us to flow in the anointing of God. As we are diligent in these, He will use us for His glory time and time again.

### Purposes of the Anointing

- A. To consecrate things and people to God and His service. *Ex. 28:41; 29:29*
- B. To break the yoke of bondage. *Isa. 10:27*
- C. To preach good news of hope to the hopeless. *Isa. 61; Luke 4:18*
- D. To bind up the broken-hearted, to heal those with crushed hearts and shattered emotions. *Isa. 61:1-3; Luke 4:18*
- E. To set at liberty the bitter-hearted and captive and proclaim freedom for the prisoners.
- F. To create zeal, or the passion of the Spirit. *John 2:13-17*
- G. To empower the Christian with the gifts and ministries of the Lord. *1 Cor. 12; Eph. 4:11-12*
- H. To minister healing power to the sick. *James. 5:14*
- I. To destroy the works of the devil. *1 John 3:8*

### Traits of Anointing Oil

- A. *Beaten (Exodus 30:36)*  
The anointing oil in the Old Testament was beaten from olives. The anointing of the Holy Spirit in the life of a leader of God comes through the hard and deep dealings of God (which release the life of the Holy Spirit within him). It comes upon a leader to develop the fruit of the Holy Spirit in his life, or to bring forth Christ's character.
- B. *Fresh (Psalm 92:10)*  
The holy anointing oil had to be fresh and new for use. No leader can depend on past anointings to serve him today. Every leader must obtain a fresh anointing daily in the Lord. It is also fresh and unique each time. You can't do the same thing over and over and expect the same anointing!
- C. *Holy (Ex. 30:25, 31, 32; Psalm 89:20)*  
The anointing oil was holy. The Holy Spirit enters the life of a leader to make him holy, but will flow through him to others only as the leader himself embraces this holiness.

- D. Pure (Ex. 27:20; 1 Kings 5:11)  
The holy anointing oil was pure. The Holy Spirit will flow through a leader's life only as he is pure before the Lord (morally, emotionally and spiritually). The Holy Spirit will not anoint that which is sinful or fleshly. Samson's life is a strong reminder of that!
- E. Precious (Prov. 21:20)  
Anointing oil was very precious. Every leader should guard and protect the Holy Spirit's precious anointing in his life, as he considers it to be the most valuable possession in his ministry.
- F. Quality (Amos 6:6; Ez. 30:23; Num. 18:12)  
Only the finest oils in Israel were used in the anointing oil. Every leader should realize that the fine quality of the work of the Holy Spirit, in and through his life, is more important than the quantity of that work.
- G. Costly (Mark 14:3)  
Anointing oil required very expensive ingredients. Every leader must realize that for every new depth of spiritual anointing he desires to experience, he must give up precious and costly things to God. The anointing costs the leader something. It cost Jesus Christ His entire life.<sup>3</sup>

## The Anointing Creates Zeal

- A. Without the anointing of the Holy Spirit, the Church becomes dull, listless and lifeless. What does the Bible say about zeal in the Church?
1. John 2:17 (Amp) says "...*Zeal (the fervor of love) for your house will eat Me up. [I will be consumed with jealousy for the honor of your house.]*
  2. Isaiah 59:17 says: "*For he put on righteousness as a breastplate, and a helmet of salvation upon his head; and he put on the garments of vengeance for clothing, and wrapped himself in zeal as a cloak.*" (Remember that a mantle or cloak is a symbol of God's anointing.)
- B. The definition of the word "zeal"
1. In Hebrew, zeal means to "burn with strong feelings of good or bad, as in jealousy or anger."
  2. The Greek word "zeelos" is used 17 times in the New Testament. It means: "capacity or state of passionate committal to a person or cause; forces which motivate; a warlike spirit; passion; enthusiasm; to boil hot; fervent; to concern oneself with something so as to take up responsibility for the matter, to make it a goal and strive after it energetically."
- C. The Enemy of Zeal
1. Though there are many enemies of zeal, the most potent of them all is lukewarmness. Lukewarmness is the surest evidence that a person is living more in the flesh than in the Spirit. The indictment against the Laodicean church in *Revelation 3:16* is this: "*So then because thou art lukewarm, and neither cold nor hot, I will spew thee out of my mouth.*"
  2. What causes lukewarmness? Becoming self-centered instead of God-centered will definitely begin the process of sliding into a state of apathy and carelessness about the things of God. Neglecting spiritual disciplines such as prayer, worship, Bible reading, and strong fellowship with other believers will add to this downward process. Doing the opposite and strongly practicing the presence of God will break apathy and bring back zeal into your life.

3. Lukewarmness is indifference, coldness, lack of heat/fire. It causes:
  - Spiritual paralysis
  - Surrender of the first-love relationship with Christ
  - Profession of faith without its substance
  - Mediocrity in service to Christ and the Church
  - Indifferent, ineffectual prayer
  - Complacency and idleness
  - Extreme reluctance to sacrifice anything
  - Burdenless attitude toward the suffering of others
  - Passionless attitude toward all good things
  - Neglect of spiritual activities and responsibilities
  - Spiritual deception about one's actual status as a believer<sup>4</sup>

#### D. The Focus of Zeal

1. *Loving God's House*  
 Numerous verses express the zeal of the Holy Spirit through a focused love of God's house, activities to build and beautify it, and to meet the needs of others through it. *Psalm 26:8, Hebrews 10:24-25.*
2. *Building up God's House, not tearing it down*  
 True zeal, as produced by the anointing of the Holy Spirit, is more than mere intensity or emotion. It is a commitment to doing that which builds the house of God, and to avoiding that which tears down the house of God. In this, true zeal that comes from the anointing of the Holy Spirit embraces wisdom to pursue its goals, even if zeal is not always associated with wisdom. Godly zeal produces good fruit, not just steam! *Prov. 24:3-4, 1 Corinthians 14:12.*
3. *Being planted and rooted in God's House (the people of God)*  
 The true zeal that is produced by the anointing of the Holy Spirit does not lead to self-destruction. On the contrary, it produces a love of the house of God that leads a person into becoming rooted in God's house. *Psalm 92:13, 14; Psalm 84:10.*

#### E. Zeal and Balance

1. Because zeal involves intensity and passion it requires wisdom and maturity to be spiritually zealous without injuring other elements of one's life. You don't want to be like a shooting star, shining brightly, but over quickly!
2. A life of zeal has potential problems of which the man and woman of God must be aware:
  - Burnout and Worn out (emotionally, physically).
  - Financial problems (from failing to develop a healthy career and work life).
  - Isolation and Relationship problems (from neglecting friendships).
  - Discouragement (from neglecting recreation and simple joys).

### What We've Learned

- For lasting fruit in the leader's life, the anointing of the Holy Spirit must be present.

- The Holy Spirit's anointing isn't necessarily a feeling, or a certain form, or the result of special training. It is a quickening of the Spirit in a yielded life of holiness and fellowship with Christ.
- God will not anoint sin or unholy living. There is a cost to the anointing.
- We should value the anointing and treat it as precious in our lives, not mishandling it or taking it for granted.
- One way to keep the anointing strong in your life is to cultivate the fire of zeal for God and for His Church.

## For Application and Discussion

- Do I recognize that the anointing will cost me something, and am I willing to pay that cost?
- I must be sensitive not to use the anointing for my own selfish purposes. What purposes could those be?
- What in my life right now could be affecting the flow of the Holy Spirit's anointing through me?
- Am I careful to respect and protect the anointing or am I too casual with it?
- Am I zealous for God and for His house right now? If not, what can I do about it?
- How do I keep from sliding into lukewarmness?
- How would a lack of zeal affect my leadership and those around me?

## For Further Study

Flowing with the Anointing, by Graham Cooke

Avoiding the Hazards of Ministering Under the Anointing, by Jim Goll

Holiness, Truth, and the Presence of God, by Francis Frangipane

Glory: When Heaven Invades Earth, by Bob Sorge

The Release of the Spirit, by Watchman Nee

## Endnotes

<sup>1</sup> Stanley, Charles. Discipleship Journal, "You Gotta Have Parts (Issue Ninety, 1995), p. 44.

<sup>2</sup> Damazio, Frank. The Making of A Leader (Portland, OR: City Bible Publishing, 1988), p. 284.

<sup>3</sup> Ibid, pp. 295-296.

<sup>4</sup> Ibid, p. 304



## Leadership Training

# Understanding Our Calling

### Introduction

- A. “Personal calling is not something that can be written in a book or schemed up in your mind. It is something that is very personal and uniquely ordained for you by God. It always involves other people, and it is usually much simpler than your own plans and designs. To hear God’s call and walk in His anointings, you must live close to the hearts of people and within the hearing of His voice. To keep this divine balance, you must stay ever close to Him in the journey. To be called by God and anointed to serve Him and the people for whom He died is a tremendous privilege and high calling.”<sup>1</sup>
- B. Jim Goll also says in His book, “The Coming Prophetic Revolution” that no person can give you a calling in life. Gifts are the Lord’s alone to give. A purpose or destiny is His to distribute. The call of when, what and with whom is not about us; it is up to Him.<sup>2</sup>

*Ephesians 1:18* spells it out very plainly for us: “I pray that the eyes of your heart may be enlightened, so that you will know what is the hope of His calling.”

### To be a Leader

- A. “The New Testament presents all Christians as ministers in the sense that all have definite ministries to perform in the Body of Christ. The New Testament does designate two different general functions in the Church, which we refer to as governmental and congregational. But this general distinction is never made in an attitude of complete superiority of one over the other, as has been the general understanding of clergy being superior to laity.”<sup>3</sup>
- B. It is God who anoints a person to minister, and at best, organizations can only agree with His anointing. The goal of ministry is spiritual increase and growth in other people’s lives, *not* personal prestige for the minister. Fruitfulness in ministry comes not from receiving a title, but from earnest service by the person who trusts God to yield the increase.”<sup>4</sup>
- C. We must follow the example of Jesus who said, “For even Christ came not to be ministered unto, but to minister, to give His life as a ransom for many.” *Matt. 20:28*.

### What is Ministry?

- A. Titled position vs. the work of the ministry
  - 1. In the Old Testament, a leader was first of all a servant of God and of His people. Servanthood went before leadership. It is not “Moses, my leader” but “Moses, my servant.” *Deut. 34:5; Josh. 1:1*

Instead of asking, “What is my ministry?” one should be asking, “What *service* am I able to render to others that might be a strength and blessing to them?”

Too many are jockeying for position and trying to determine who is the greatest in the kingdom of God. Too many people are looking for a position where they can sit and be served rather than looking for the towel or the apron of humility with which to wash the feet of others. (see the example of James and John in *Mark 10:35-45*).
  - 2. Today the word “minister” has come to primarily refer to an ordained pastor, elder, or Christian worker who does God’s work on a full-time basis. However, minister literally means “servant”. It is grammatically an action verb. In the early Church, it related to

*all the saints.* The workload of the church was not in name, title, position, or salary. It was in action, commitment, spontaneity and individual service.

3. *Acts 6:3* – The choosing of deacons was the first example of a person being appointed or put into an office of leadership in the early church. They were already functioning in the area of their calling; they just needed to be recognized and validated before the people.
4. *Isaiah 42:1-5* shows us a prophetic picture of Jesus and reveals what the spirit of servanthood is:
  - *42:1* – Total dependence upon God  
*“Behold My Servant Whom I uphold”* In *Phil. 2:7* it says that Jesus emptied Himself and became a human being, dependent upon God the Father.
  - *42:1* – Approved by God  
*“My chosen One in whom I delight”*
  - *42:2* – Walked in humility  
*“He will not cry or shout aloud or cause His voice to be heard in the street.”*  
He would not be sensational, drawing attention to Himself, but would be modest.
  - *42:3* – Showed empathy  
*“A bruised reed He will not break....”* He would be sympathetic and understanding with the weak and erring.
  - *42:4* – Modeled optimism  
*“He will not fail nor be discouraged....”*
  - *42:1* – Served with the anointing  
*“I have put my Spirit upon Him.”*
5. The Hebrew word for “leader” is “nagiyd”. It has servanthood as its basis, and developing out of that base, setting an example to the people. It has as its root the picture of a man under authority, one who is subject to a higher power, and who fulfills the wishes of that power. God’s desire is for a person who will listen to His will, and execute it faithfully with divinely appointed authority.<sup>5</sup>

Another root meaning of this word is “to stand out boldly, to announce, to manifest.” It is being an example to the people as how to follow the command of God – taking the forefront and leading by example.

*“Tend (nurture, guard, guide, and fold) the flock of God that is [your responsibility], not by coercion or constraint, but willingly; not dishonorably motivated by the advantages and profits [belonging to the office], but eagerly and cheerfully; Not domineering [as arrogant, dictatorial, and overbearing persons] over those in your charge, but being examples (patterns and models of Christian living) to the flock (the congregation).”*

1 Pet. 5:2-3 (Amp)

#### B. The Necessity of the Divine Call

1. Personal victory in the ministry hinges upon an initial call from God.
2. God rejects false leadership.

There must be a divine encounter with the Lord before the Lord can send out a person. God must call the person and equip him before he goes forth. There must be an appointment by God.

3. God rejects self-appointed leadership.

*Numbers 16* shows us that Korah was a self-appointed leader who took upon himself the authority and responsibility of a spiritual office into which he had not been divinely called.

4. There's limitation in man-appointed leadership.

In *1 Samuel 8:1-10* we see that Saul was man-appointed. The people put much reliance upon gifts, abilities, education, and training. Leadership was treated more like a professional career.

5. God desires God-appointed leadership. How does God put man into leadership?

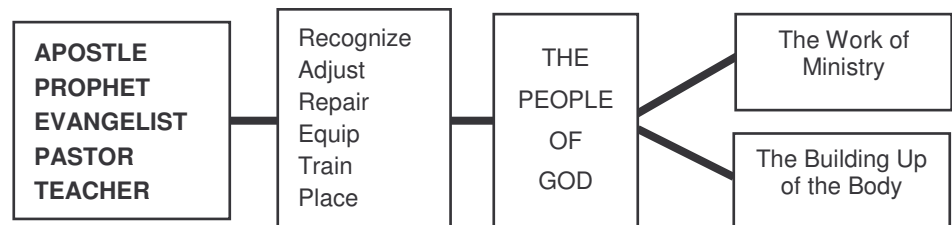
- God appoints him. *Numbers 27:16* "Let the Lord, the God of the spirits of all flesh, set a man over the congregation."
- God separates him. *Acts 13:2* "The Holy Ghost said, 'Separate me Barnabas and Saul for the work to which I have called them.'"
- God calls him. *Romans 1:1* "Paul...called to be an apostle."
- God sends him. *Isa. 6:8* "And I heard the voice of the Lord, saying, Whom shall I send? And who will go for us? Then said I, "Here am I; send me."

## Church Leadership

*1 Cor. 12:4-7; 11* shows us that all the ministries and gifts are inspired and distributed by God through the Holy Spirit as *God has chosen*.

### A. The "Five-Fold Ministries" *Ephesians 4:11-12*

1. There is a difference between the five-fold ministries, the governmental/office gifts, and the congregational/body gifts.
2. One of the most important functions of these ministries in the Church is to have spiritual eyes to discern those who are called to a particular work in the body and to be able to release them to that work. They are the equipping ministries.



3. The five-fold ministries are defined as follows:

- Apostle: One who establishes foundational direction and doctrine in pioneering, planting, and establishing churches. He provides a "father figure" for other ministries by training, equipping, recognizing, and releasing others into ministry. He operates with spiritual authority and oversight, bringing needed correction and encouragement both to local churches and in relating to other ministries.
- Prophets: One who provides vision by hearing and relating the heart of God and by teaching others how to hear the voice of God for themselves. He is

able to discern and draw out the gifting in others and to impart and multiply the prophetic anointing.

- Evangelist: One whose main concern is for souls and to equip the believers to witness and evangelize. He teaches the body how to infiltrate the community and the world with the Gospel of the Kingdom.
- Pastor: One who shepherds the church by providing ongoing and hands-on care and protection. He gives wise counsel and oversight to the local church ministries and works to see that the people are fed and maturing.
- Teacher: One who establishes the people in the Word of God by rightly dividing the Word of Truth. He is involved in discipling and insuring that all is done on a solid Scriptural foundation.

B. Governmental/Office Gifts: In the New Testament church there are clearly two distinct ruling positions for the rule and service of the people, that of Elders and Deacons.

1. Elders: Elders are appointed offices in the church that provide for the spiritual oversight of the congregation, making decisions for the spiritual direction and all situations that would arise. There is plurality of eldership, although there is a presiding elder or senior pastor. *Titus 1:5*
2. Deacons: These are those who look after the practical aspects of the congregation, serving in particular ways to administer to the needs of the body. While they are primarily involved in practical services, they are still encouraged to be giving forth in spiritual matters also, and developing in these areas. We see this strongly in Acts with the deacons, Stephen & Philip. *Acts 6:1-4*

C. Congregational Gifts/Ministries

1. J. Oswald Sanders says that not every Christian is called or qualified for a position of major leadership, but all are leaders to the extent that they influence others. All of us can, if we will, increase our leadership potential.
2. *All* Christians receive the command to *serve*. The parable of the talents in *Matthew 25* shows us that we receive ability in differing degrees. It is our responsibility to develop them and use them for God's Kingdom.
3. All believers receive grace. Grace is the divine influence and enablement in the heart of a believer that causes him to come forth in some area of service. It is freely given to all. *Romans 12:3-6*

## Your Response to God's Call

- A. Whatever your ministry is, you probably will be called to act in a leadership role at some time. Each member of the body has a calling, and each calling is unique, and each is perfectly rewarding and satisfying to the Christian who is living in faith.
- B. No one can keep you from fulfilling the call of God on your life – except you! While circumstances will naturally have an effect upon you, they do not dictate your response to God's call. Some of life's circumstances that can affect you are:
  1. Your gender or marital status: Even if you are a leader's wife...you have your own unique gifts and calling that identifies you apart from your spouse's ministry. It is up to you to grow and develop them.
  2. The seasons of your life: The circumstances of your life may change but your call and gifts can flow through any season of your life.

3. Your age:

Youth---see 1 Tim. 4:11-16 (Amp.)

*“Get the word out. Teach all these things. And don’t let anyone put you down because you’re young. Teach believers with your life: by word, by demeanor, by love, by faith, by integrity. Stay at your post reading Scripture, giving counsel, teaching. And that special gift of ministry you were given when the leaders of the church laid hands on you and prayed – keep that dusted off and in use.*

*Cultivate these things. Immerse yourself in them. The people will all see you mature right before their eyes! Keep a firm grasp on both your character and your teaching. Don’t be diverted. Just keep at it. Both you and those who hear you will experience salvation.”*

Older Adults---see Psalm 92:13-14 (Amp.)

*“Planted in the house of the Lord, they shall flourish in the courts of our God. Growing in grace they shall still bring forth fruit in old age; they shall be full of sap, of spiritual vitality, and rich in the verdure of trust, love, and contentment.”*

- C. God has a great diversity in His methods of calling: a burning bush, a dream, a prophetic word, and a deep, inner desire. The important thing is to know your calling and develop and walk in it. *2 Pet. 1:10; Eph. 2:10 (Amp.)*

The following are some examples from the Bible of those called, and the excuses they had to overcome.

1. Moses: He chose suffering and shame with God’s people rather than the wealth and prestige of Egypt. *Heb. 11:24-27*. However, he still had to overcome the excuses of:
  - Failure– trying to fulfill God’s call in his own power. *Ex. 2:11-15*
  - Unworthiness– Moses asked God, “Who am I to do this thing?” *Ex. 3:11-12*
  - Fear of rejection– Moses feared that the people would not recognize him. They would ask, “Who are you? Who gives you this authority?” God said he was to go forth in God’s Name – the I AM! *Ex. 3:13-16*
  - A lack of eloquence– God assured Moses that He would teach him if he was just obedient. *Ex. 4:10-12*
2. Gideon: His excuses were:
  - Circumstances– Everything is obviously against us. How can this be God? *Judges 6:13*
  - Unbelief and frustration– *Judges 6:13*.
  - Inferiority– Gideon felt he was not the right man for the job! *Judges 6:15*.
  - His family background- *Judges 6:15*.
  - Youthfulness- *Judges 6:15*.
3. Jeremiah: had three major excuses
  - Lack of eloquence– *Jeremiah 1:6-9*. He was not required to use his oratorical gifts! God would give Him the words!

- Youth– *Jer. 1:6*. He feared those who had attained more age, experience, and education. However, God knew he was young when He chose him!
- Timidity / Fear of Man- *Jer. 1:8, 9*. Abundant grace was provided to break the fear of man.

## What We've Learned

- Christian ministry is for all believers and is appointed by God in each individual's life. Ministry and leadership is a calling.
- To "minister" literally means "to serve." Jesus both modeled and taught serving as the primary purpose for those in any form of leadership.
- It is important that we seek to find our ministry in God's calling and appointment, not by self-will or by the ways of man.
- To be a leader may or may not mean a position or title. It is primarily a place of influence. People will naturally follow those who model the walk before them.
- Through His grace, God has given us all gifts, and through His grace He enables us to use them to minister to others.
- Only you can keep yourself from fulfilling God's call on your life. You must meet every excuse or hindrance with the truth of God's Word and remember that God delights to call and use those who are most unsuitable, so that He can get the glory!

## For Application and Discussion

- Do I need to adjust my thinking on what ministry really is?
- Do I think "serving" is just for a few with that gift, or for everyone?
- Am I leaning too much on my abilities or on the God who called me?
- Can I be patient and wait for God's timing and appointment?
- What do I think is the No. 1 excuse holding me back from my call or ministry?
- What is God's answer to that?

## Endnotes

<sup>1</sup> Malmin, Glenda, Woman, You Are Called and Anointed (Portland, OR: City Bible Publishing, 1998), Preface.

<sup>2</sup> Goll, Jim W., The coming Prophetic Revolution (Grand Rapids, MI: Chosen Books, 2001) p. 84

<sup>3</sup> Damazio, Frank. The Making of A Leader. (Portland, OR: City Bible Publishing, Inc., 1988), p. 3

<sup>4</sup> *Ibid.*, p. 11

<sup>5</sup> *Ibid.*, p. 18



## Leadership Training

### *Tests of Leadership*

#### Introduction

- A. Why do you have to be tested? Doesn't God know if you're ready to minister? Of course, He does! But *you* need to know it, too! The tests are not simply to expose weaknesses, but to cause you to turn to Him for healing.
- B. The Bible clearly teaches that God tests and tries every ministry which He uses. When we say that God tests a ministry, we mean that God:
  - 1. Uses any means which He Himself knows will determine the presence, quality, or genuineness of His call on someone's life.
  - 2. Assesses and examines the true inner attitudes and motives of those whom He calls, to show whether they are pure or not.
  - 3. Refines them spiritually. Producing faithful men and women is a primary purpose of God's testings.<sup>1</sup>
- C. "The degree to which we allow the cross of Christ to work in us will be the measure in which the resurrection life of Christ will be manifested in us. To evade the cross is to forfeit leadership."<sup>2</sup>
- D. The following Scriptures are just a few that show us God's purpose in testing us.

Genesis 22:1 – "After these events, God tested and proved Abraham and said to him, Abraham! And he said, Here I am."

Deuteronomy 8:2 – "And you shall earnestly remember all the way which the Lord your God led you these forty years in the wilderness, to humble you and to prove you, to know what was in your heart and mind, whether you would keep His commandments or not."

Psalms 11:5 – "The Lord tests and proves the righteous..."

1 Peter 4:12 – "Beloved, do not be amazed and bewildered at the fiery ordeal which is taking place to test your quality, *as though something strange (unusual and alien to you and your position) were befalling you.*"

#### Different Tests

These tests are taken primarily from Frank Damazio's book The Making of a Leader.

- A. The Time Test
  - 1. Definition: By all outward appearances, God does not seem to be fulfilling the promise or word He gave in the past.
  - 2. Purpose: It forces a leader to trust God to fulfill his call and ministry in His own time and way. It gives the leader an opportunity to grow in faith. It purifies a leader's motives and attitudes. It can show God's miracle power, faithfulness, and brings Him all of the glory.
  - 3. Biblical Illustration: Abraham waited 25 years to see his promised heir. (Gen. 12-18)

B. The Character Test

1. Definition: A leader may be tempted to sin in the lust of the flesh, the lust of the eyes, or the pride of life. This is the fiery trial of temptation.
2. Purpose: To show the leader the areas of weakness in his own personality. Every leader has hidden character deficiencies of which he is totally unaware, until confronted with a specific situation that demands a godly response.
3. Biblical Illustration: Samuel chose not to be corrupted by his immoral environment. (1 Samuel 2:27 – 3:3)

C. The Motivation Test

1. Definition: God exposes to the leader what inner and outer forces influence his decision-making. A leader may not always know why he does something. What *appears* to motivate him may be a far cry from his true internal motives.
2. Purpose: To disclose those inner drives and to purify them into desires for God's glory, not to serve God for what he can get or use his gifts to glorify himself.
3. Biblical Illustration: Balaam the prophet failed the test when he was tempted with the profit of money. (Numbers 22-24)

D. The Servant Test

1. Definition: When asked to do menial tasks that *seem* below his high calling in God.
2. Purpose: To keep one in touch with those he ministers to, and to encourage humility. Ministry does not end servanthood. It only means that a leader now must serve even more people in an even greater capacity.
3. Biblical Illustration: Elisha serving Elijah. (2 Kings 3:11)

E. The Wilderness Test

1. Definition: When God directly or indirectly guides a leader into a materially and/or spiritually dry and desolate place. When no fruit comes from his life or ministry.
2. Purpose: Teaches one to discern whether the Lord alone sustains his spiritual life, or he draws from his ministry activity to sustain his relationship with God. Also, to strip the leader of all the wisdom and ways of the world, and to teach him the ways of the Spirit. To cultivate his life in prayer and the Word.
3. Biblical Illustration: Moses in the desert. (Exodus 2, 3)

F. The Frustration Test

1. Definition: When a leader feels his life or ministry goals cannot be achieved, or his giftings aren't being used. Impatience is usually the hotbed for ungodly ambition, and can be seen when a person can't wait, but manipulates to fulfill his vision.
2. Purpose: To cause him to re-examine his spiritual priorities. God will many times bring frustration to a leader's life when his priorities need re-adjustment, or even when He is about to make directional changes.
3. Biblical Illustration: Paul's response to circumstances. (2 Corinthians 11)

## G. The Discouragement Test

1. Definition: Allows circumstances or people to dishearten him and deprive him of courage in the Lord. During such times, a leader may lose his confidence or hope in God, His provision, His promises, or His calling. Close scrutiny of leaders mentioned in the Bible indicates most experienced failure at one time or another. They learned from failure, repented and were used in even mightier ways.
2. Purpose: To cause the leader to deepen his prayer life and to see the reality that the joy of the Lord is his strength. Must guard against persisting in self-pity or emotional dependence. Will reveal the hidden, bad attitudes in a leader's heart.
3. Biblical Illustration: Elijah's depression after ministry. (1 Kings 19)

## H. The Warfare Test

1. Definition: When a leader encounters violent spiritual opposition to His spiritual progress or ministry. Though it happens in the spiritual realm, it can find natural expression in conflicts with people and struggles of various sorts.
2. Purpose: Forces the leader to grow stronger in the Spirit, and to exercise their spiritual senses, especially that of discernment. Through spiritual warfare, a leader learns how to use effectively his spiritual weapons of the Word, prayer, praise, and the name of the Lord Jesus Christ.
3. Biblical Illustration: The young pastor, Timothy. (1 and 2 Timothy)

## I. The Usage Test

1. Definition: When a leader cannot find the need, demand, opportunity, invitation, or expected occasion to exercise his ministry. "Put on the shelf" is a common description for this situation.
2. Purpose: It may happen "temporarily" for several reasons: May be to show the leader is depending too heavily on his ministry or activity, rather than the Lord Himself, for his joy and spiritual fulfillment. It speaks to the issue of ministry ownership. It also is an opportunity for God to humble a leader who perhaps has become proud and self-sufficient. God is more inclined to use a man's weakness for His glory, than to use his strength. It gives God time to purify a leader's motives. It may also deepen the message of a leader. A little "R & R" never hurt anyone!
3. Biblical Illustration: John the Baptist after Jesus began His ministry. (Matthew 3)

## Perils of Leadership

### A. The Peril of Pride

1. Proverbs 16:5 says that *"everyone who is proud in heart is an abomination to the Lord."* To be proud of spiritual gifts that God has given or of the position to which His love and grace have elevated us, is to forget that grace is a gift, and that all we have has been received.
2. Pride is a sin of whose presence its victim is least conscious. There are, however, three tests that will help us discover whether or not we have succumbed to it.

- *The Test of Precedence:*

How do we react when another is selected for the assignment we expected or for the office we desired? When another is promoted and we are overlooked? When another outshines us in gifts and accomplishments?

- *The Test of Sincerity*

In our moments of honest self-criticism we will say many things about ourselves and really mean them. But how do we feel when others say exactly the same things about us?

- *The Test of Criticism*

Does criticism arouse hostility and resentment in our hearts and cause us to fly to immediate self-justification? Do we hasten to criticize the critic?

B. The Peril of Jealousy

1. Moses showed that he could respond correctly to this trap in Numbers 11:28-29. He refused to allow jealousy to take root in his heart.
2. "Although there are occupational hazards in all callings, the perils of the spiritual leader are especially subtle. He is by no means immune to the temptations of the flesh, but the dangers most to be guarded against lie in the realm of the spirit. He must remember that Satan, his relentless enemy, will take advantage of every inch of ground he concedes in any area of his life."<sup>3</sup>

C. The Peril of Popularity

1. There will always be those who are unwise and who tend to exalt one spiritual leader above another (1 Cor. 3:4, 6-9). This is a mark of spiritual immaturity and carnality.
2. Spiritual leaders are to be "esteemed very highly in love for their work's sake," but that esteem should not degenerate into adulation. Leaders must refuse to be idolized, but attach the affection of their followers more to Christ than themselves.
3. Success exposes a person to the pressure of people and thus tempts him to hold on to his success by any means even fleshly methods. "Doorways of opportunity can quickly become trap doors for the leader driven to promote his ministry. The enticement of success and popularity can easily delude a leader into believing the fallacy that opportunity and guidance are synonymous. Add to this the clamoring expectations of followers, and an almost irresistible pull develops which can easily lure a leader away from accomplishing the true will of God."<sup>4</sup>

D. The Peril of Infallibility

1. Spirituality does not equal infallibility. Even the divinely called and Spirit-filled apostles made mistakes that required divine overruling.
2. Willingness to concede the possibility of an error of judgment and to defer to the judgment of one's brethren enhances rather than diminishes influence.
3. "A servant leader is willing to expose his humanity.....Loneliness in leadership is a sign that we have isolated ourselves from others, often out of a sense of superiority that causes us to deny not only our weakness, but ultimately, our humanity."<sup>5</sup>

## Attitude Testing Through Pressures

- A. A leader's attitudes (his mental and internal dispositions toward life and the ministry) will help to determine his success or failure in ministry. If a leader cooperates with God in developing godly attitudes in his life, he will succeed. If, however, a leader allows the roots of ungodly attitudes to grow within him, he will fail in performing what God has asked him to do.
- B. When God convicts a leader of a sinful attitude, his best response is immediate repentance and prayer for cleansing.

## What We've Learned

- God allows us to be tested to show us our true self and our weaknesses so that they can be corrected. Otherwise, we are left with areas the enemy can and will use down the road to hinder our ministry.
- No matter *what* we go through, we must ask the Holy Spirit to reveal to us the purpose and desire of the Father in using it in our lives.
- There are perils to watch out for, and even more seriously if we are in some form of leadership. We must maintain a pure and honest heart before God to see these things, such as pride and jealousy, in our lives.

## For Application and Discussion

Look over the Tests of Leadership again and ask the Holy Spirit to reveal any areas you need to surrender to Him. Are you on the right track right now in your life, in the center of God's will? If the Holy Spirit reveals areas in your life where change is necessary take some time to write out He is saying to you below and how you plan to line up your life to be in the center of God's will.

## For Further Study

Pain, Perplexity, and Promotion, by Bob Sorge

Envy, the Enemy Within, by Bob Sorge

The Bait of Satan, by John Bevere

The Rejection of Man, the Praise of Man, by Bob Sorge

## Endnotes

<sup>1</sup> Damazio, Frank. The Making of A Leader (Portland, OR: City Bible Publishing, Inc., 1988), p. 171.

<sup>2</sup> Sanders, J. Oswald. Spiritual Leadership (Chicago: Moody Press, 1967), p. 141

<sup>3</sup> Sanders, J. Oswald, The Spirit of Revival, "Peculiar Perils of Leadership", March, 1998, Issue, p. 27

<sup>4</sup> Gunderson, Denny, Through the Dust (Seattle, WA: YWAM Publishing, 1992), p. 37

<sup>5</sup> *Ibid.*, p. 73



## Leadership Training

### *The Preparation Process*

#### Introduction

- A. “Proper preparation is the only assurance of a leader functioning effectively for God. God prepared nearly every leader in the Bible before he began to do his full work for the Lord. God Himself has a tailor-made education for each one of His leaders, depending upon the work to which He has called him or her.”<sup>1</sup>
- B. It is important that one remembers that the call is not the commission. There is a time of cultivation or preparation between the two. This may involve a certain amount of formal education, or it may not. However, it definitely involves God’s “School of Ministry.”
- C. Definition of Preparation: “to make ready for a special purpose, to make suitable, to fit, to adapt, to train, to equip or to furnish, to make ready to function properly.”
- D. 2 Timothy 3:16-17: “*Every Scripture is God-breathed (given by His inspiration) and profitable for instruction, for reproof and conviction of sin, for correction of error and discipline in obedience, [and] for training in righteousness (in holy living, in conformity to God’s will in thought, purpose, and action), so that the man of God may be complete and proficient, well fitted and thoroughly equipped for every good work.*” (Amp)

#### An Analogy

An analogy used throughout the Scriptures is that of the clay and the potter. See Jeremiah 18:1-4. From these scriptures we can see how God uses the ancient art of pottery making to speak of His dealings with us, His children.

- A. Pottery is produced by “firing clay shapes to a temperature sufficiently high to change the physical and chemical properties of the original clay into a new substance with many of the characteristics of stone.”<sup>2</sup>
- B. Let’s look at the process of making the pottery that the potter would go through and compare it to God’s work in our life:
  - 1. The potter needed a field where he mixed the clay with water, and by treading on it with his feet turned it into potter’s clay. *Hosea 10:12; Isaiah 41:25.* We need to break up the fallow, hard soil of our heart so it will be soft clay that is responsive to God’s touch. If we fail to do it, God has tools to use with that purpose in view.

- 2. The softened clay was put on a disc and turned counterclockwise while the potter first hollowed out the interior, and then with light pressure from his hands he formed the exterior.

*“Yet, O Lord, You are our Father; we are the clay, and You our Potter, and we all are the work of Your hands.” Isaiah 64:8*

God starts on the inside and works to the outside as He conforms us to the image of His Son. *Rom. 12:1-2 (Amp.)*

- 3. Impurities in the clay or insufficient treading could mar the vessel on the wheel. If this happened, the potter would reshape the clay into a lump and begin again. If the clay would not cooperate, he might discard it to the potter’s field.

*“Woe to him who strives with His Maker! Shall the clay say to Him who fashions it, What do You think You are making? or, Your work has no handles?” Isaiah 45:9*

4. After drying, the vessel was replaced on the wheel for cutting and trimming off excess clay. *Heb. 12:5-11; Jn. 15:1-6*
5. The potter would then apply a cream or polish to fill the pores, beautify it, and sometimes add color. Next he would rub the surface with a smooth stone to produce a sheen. *2 Cor. 3:18; 4:16-17*
6. Finally, the jar was “fired” by heating it in an open fire or kiln. This was the most difficult part of the process – usually a trade secret handed down from father to son. Not enough heat would make the vessel too soft for use; too much heat could cause it to crack. *1 Corinthians 10:13*

## The Season of Preparation

- A. Paul wrote in 1 Timothy 3:10: *“And let them [future leaders] also be tried and investigated and proved first; then, if they turn out to be above reproach, let them serve...”*

Leader's Salvation	Leader's Call	Leader's Preparation	Leader's Function
Ministry planted as a seed	Ministry birthed as a sprout	Ministry tested as a plant	Ministry matured as a fruit-bearing tree <sup>3</sup>

- B. Some potential leaders identify their call, but fail to prepare for their ministries. Others proceed into the preparation period, but fail in the process.
- C. In Isaiah 49:1-3, we see a prophetic word that not only applies to the coming Messiah, but also to Isaiah and to all of the Lord's servants. Isaiah is speaking about an arrow hitting the mark. There are five important points here:

1. *“The Lord called me from the womb”*

All those whom God uses have been called from the womb or birth with a specific purpose and divine destiny. *Eph. 1:4,5; Rom. 8:28*

2. *“He makes my mouth like a sharp sword”*

This is referring to the ministry of the Lord's servant as he shares the Word of God. The Word is like a sword, however, not to injure God's people, condemn, or bring death as the leader speaks. Every leader should learn to use God's Word for edification and healing, and not for destruction. *Hebrews 4:12*

3. *“In the shadow of His hand hath He hid me”*

During the time of training, we are hidden from the eyes of the world, and sometimes even from the eyes of the Church. Many of the Biblical leaders experienced a hidden period in their lives. Moses spent 40 years in the backside of the desert. During this time, the Lord prepared a shepherd's heart in Moses, helping him to lead the people.

Psalm 91:1 speaks about hiding under the shadow of His wings. All must learn to abide under the shadow of the Almighty without a spirit of impatience or distrust. You must not chaff under God's overshadowing for a season, but learn well. It is an important period of preparation for the future.

4. *“He also made me a polished shaft”*

The shaft is one of the arrows most important components. If it is warped or misaligned in any way, the arrow will not hit its mark. The shaft speaks of our character and the head represents the ministry. “Polish” means to clarify, to examine, to purge so as to brighten. The shaft must undergo the purging, sanding, and polishing process.

“During Isaiah’s time, preparing an arrow was a detailed process. Acacia wood, a strong but very rough, crooked and knotted wood, had to be carefully straightened and sanded. First, all of the leaves were plucked from the chosen piece of wood. Next, the naked piece of wood was left in a frame using tightly-placed pegs that would slowly straighten it. The shaft was then anointed with oil to soften the wood before the final sanding. After sanding, the shaft was then ready to receive its tip.

All of these steps in the preparation of a natural arrow speak of many spiritual truths in the process of preparing a leader. In a similar way, the Lord will take every leader through a stripping process before He uses him to hit the mark for which he was prepared. Every leader will experience character preparation (the straightening of the shaft) and ministerial preparation (sharpening of the head). This is a very painful and long process at times. But every leader can encourage himself in the knowledge that the more God plans to use an arrow, the more demanding will be its preparation.”<sup>4</sup>

5. *“In His quiver hath He hid me”*

The quiver experience is very hard for us, because we feel we have already totally experienced the progressive steps of preparation to be sent forth. We ask, “Why the waiting period?” Each of us must realize that God has a perfect time, when, as an arrow, we are shot forth to hit the mark God has ordained for us. There is a perfect time for our release. Temptations will come to us to go ahead of God’s timing. The time and manner of release is different for each person. We must patiently wait for the marksman to release us.

## **Biblical Examples**

- A. Preparation is not limited to one period in a leader’s life, though it is often most intense during one period. Preparation is a lifetime process through many cycles.
- B. While each of these people had distinctly different lives and experiences, one can see similar examples of preparation in each of them. For instance, many of them experienced rejection from those around them.

<u>Leader</u>	<u>Call</u>	<u>Preparation</u>	<u>Ministry</u>
Joseph	Gen. 37:5	13 years in prison	Ruler
Moses	Ex.2:11	40 years of wilderness	Deliverer
Joshua	Ex. 17:9	40 years of wilderness Mentored by Moses	Captain
David	1 Sam. 16:13	31 years between being anointed & being crowned	King
Elisha	1 Kings 19:19	Mentored by Elijah 10 years.	Prophet
Jesus	Luke 2:49	30 years	King

Paul	Acts 9:15	14 years of obscurity	Apostle
Timothy	Acts 16:1-3	Mentored by Paul	Pastor

## Your Preparation as a Leader

- A. While one cannot necessarily speed up the process of preparation for God is a methodical builder, you can definitely hinder the workings of God in your life. What is a test for? To see if you have learned anything! So as you pass the tests in your life, you go from “glory to glory.”
- B. Take a moment now to evaluate your own preparation as a leader. Remember again that you need not be called to a positional or governmental ministry to be one of God’s leaders. You also may lead in a congregational ministry in a major, temporary, or more limited capacity.

## What We’ve Learned

- God always lays a solid foundation on which to build, and we see this in a person’s call and ministry also.
- There is a difference between one’s call and one’s commission, and there is always a process of time and training between the two.
- We can yield to this process or hinder it by our attitudes and choices.
- It is in God’s timing and choosing that one’s ministry is launched or promotion comes. We must learn to trust Him.
- Academic training is excellent and helpful, however, it cannot take the place of the experiences God brings to our lives to teach us. This is, so to speak, “hands-on training”.

## For Application and Discussion

Take time to read through the application below and write down your responses to the questions. Then prayerfully evaluate your areas of strengths and areas of weaknesses.

### Calling:

Focus on the area of confirmation to your calling. Has your calling been confirmed by leaders of your local church? These people have watched you grow into your calling, and they can confirm the outward evidence of your calling.

### Studies:

What have you done to study God’s Word in preparation for leadership? What material have you found to enhance your understanding of the call or gift you are operating in? Under whose authority and guidance are you studying?

### Relationships:

Most leaders are launched into their ministries through significant relationships with other leaders. Do you have a teacher, a leader, an example to follow? How faithful are you as a disciple? Have you begun to develop solid relationships with younger Christians, so that you can help them grow?

### Practical Learning:

Do you see daily progress toward functioning in your ministry – even if it happens in the school of hard knocks? What are you doing to build on your successes, and to avoid repeating your mistakes? What can you learn in that regard by watching other people?

Service:

Have you already begun to function in your unique calling? Ordination or the assignment of responsibility only confirms that you are already functioning in your ministry. What are you doing to minister to the needs of the Church, with or without receiving a formal ministry title?

Promotion:

Has recognition of your calling and preparation reached the point of your promotion in the church? At any point, have you made yourself less available for promotion through pride, or any other damaging attitude or sin? How have you responded to promotion – have you kept the Lord and your ministry in focus throughout this process?

## **For Further Study:**

Study the life of Moses, David, Paul, or a Bible character of your choosing and pay close attention to the preparation process in their life.

Read:            The Rejection of Man, the Praise of Man, by Bob Sorge.

## **Endnotes**

<sup>1</sup> Damazio, Frank. The Making of A Leader (Portland, OR: City Bible Publishing, Inc., 1988), p. 129.

<sup>2</sup> Douglas, J.D. and Merrill C. Tenney. The New International Dictionary of the Bible, "Pottery" (Grand Rapids, MI: Zondervan Publishing House, 1987), p. 810

<sup>3</sup> Damazio, Frank. The Making of A Leader (Portland, OR: City Bible Publishers, Inc., 1988), p. 131.

<sup>4</sup> Ibid., p. 133.



# *Disciplines in the Life of a Leader*

## Introduction

- A. Christian disciplines are the practices which promote Christian growth and development into the image of Christ so that we may say, "...it is no longer I that live, but Christ...". God tells us in His Word what the attitudes of our heart should be. He also tells us the external practices that will foster that growth into Christ-likeness. These basic discipleship tools are utilized to allow us to maintain a successful walk in the Spirit. Practicing the Christian disciplines bring blessings into our lives. Christians are not blessed *as a reward* for practicing these disciplines, but rather the blessings come to them because the activity inherently brings with it the blessings; we will be *blessed through* the activity.
- B. Christian author, Jerry Bridges says, "Discipline is not necessarily a reliance on human effort, or as it is often called, a work 'of the flesh.' It can be, and unfortunately, often is. But when Paul urged Timothy to train, or discipline himself to be godly, he certainly didn't envision a reliance on sheer human discipline and will power. In fact, in *2 Timothy 2:1*, he urged Timothy to be strong in grace – that is, the strength (enablement) – that is in Christ Jesus. Yet Paul did exhort Timothy to discipline himself, not just 'turn it all over to the Lord.'"<sup>1</sup>

"We are not passive in the pursuit of holiness. If we are to make any progress in the pursuit of holiness, we must assume our responsibility to discipline or train ourselves. But we are to do all this in total dependence on the Holy Spirit to work in us and strengthen us with the strength that is in Christ."<sup>2</sup>

- C. Your *number one responsibility* is for your own discipline and personal growth. A reporter once asked the great evangelist D. L. Moody which people gave him the most trouble. He answered immediately, "I've had more trouble with D. L. Moody than any man alive." More potential leaders fall because of inner issues than outer ones.

*Proverbs 4:23* states, "Watch (or guard) your heart with all diligence for from it flows the springs of life."

## The Importance of Discipline

- A. You cannot effectively walk in the anointing of God and serve people for very long if your hearing is deafened and your spiritual tank is low or empty. Yes, God loves us enough to anoint us, even when we have not found time in our schedule to be renewed in His presence. However, He also loves us enough not to let us run on empty for too long.

"Leadership is sometimes defined as *"the ability to withstand pressure."* Simply stated, leaders need help – divine help. God never designed you to carry the load that so many of you are carrying alone. He wants to help. Knowing Him – that is, really *knowing* Him – gives you strength for the journey."<sup>3</sup>

- B. Matthew 11:28-30 says, "Are you tired? Worn out? Burned out on religion? Come to me. Get away with me and you'll recover your life. I'll show you how to take a real rest. Walk with me and work with me – watch how I do it. Learn the unforced rhythms of grace. I won't lay anything heavy or ill-fitting on you. Keep company with me and you'll learn to live freely and lightly." (Message)
- C. Are you running on empty? You may need to refuel your tanks. Life is much less manageable when you have no physical, emotional, or spiritual reserves to draw from. You should be able to tell if you need a pit stop!

1. Watch out for red lights!

If you're irritable, unmotivated, easily tempted, or just don't feel good about yourself, you may need to refuel. If your ministry has consistently become more of a burden than a joy, you may need to take some time to refuel.

2. Identify the reason for the depletion

- Spiritual reservoirs often empty first. When intimacy with God slips, so does spiritual vitality. Maintain your relationship with Him. Plan to spend extra time with Him when you're heavily stressed.
- Physical reservoirs can be emptied by a lack of sleep, poor nutrition, inadequate exercise, or bad health. Analyze your lifestyle and eliminate problems that deplete you.
- Emotional reservoirs may be the most individualized. Some people need contact with friends, exciting conversations, and a variety of scenery. Others need solitude, quiet affirmation, and a refuge that is theirs alone.

3. Until you have time to fill up your tanks...

- Wait on the Lord to renew your strength. He will give you wisdom and grace to hang on until you have time to rebuild your reserves.
- Hide in Him. Stay protected from the arrows of circumstance behind His impenetrable shield.
- Reflect on God's purposes. He has wonderful lessons to teach as He walks us through difficult and busy times. Rather than getting us out of the messes we're in, He asks us to let Him in on our mess. And as soon as He is involved, you can trust that everything is under His control.

D. You have to decide what your highest priorities are and have the courage, pleasantly, smilingly, non-apologetically, to say "no" to other things. And the way you do that is by having a bigger "yes" burning inside. The enemy of the best is often the "good."

E. Some of the most important things such as your devotional life, study, rest, family, leisure can be easily neglected but will harm you the most in the long run.

You must recapture your time. If you don't, you will find your time being controlled by these four laws:

1. *Law #1:* Time will flow toward your weakness. You can spend 80% of your time doing things at which you are second best.
2. *Law #2:* Time will come under the influence of dominant people. Others can force their agendas and priorities upon you.
3. *Law #3:* Time will surrender to the demands of all emergencies.
4. *Law #4:* Time will invest in things that gain public attention, things that bring the most immediate results.

## The Spiritual Disciplines

### A. The Word

1. Phil. 2:5 exhorts us to have the “the mind of Christ,” and Rom. 12:2 encourages us to have a “renewed mind.” How do we get the mind of Christ? How can our minds be renewed? The primary way is to give your mind to the Word of authority – the Bible. The Bible is where we learn what God thinks. The Bible is where we discover how God sees things.

A leader should always remain teachable and hungry for more of God’s Word. We are blessed today to also have good teaching available through books, tapes, and videos. This should never take the place of personal study of the Bible, but definitely supplements your diet of the Word.

2. “Every generation must hear the rhema word of the Lord for their own generation. Hearing God’s spoken word, however, does not take the place of studying God’s written Word as His highest level of truth and communication. It is out of His written Word that God quickens present truth – a truth in season for a specific day and a specific people to do a specific thing.”<sup>4</sup>
3. We grow in the Word by reading it as a devotional, studying it in depth, meditating on it and finally by applying its truth to our lives. If we fail to humbly apply the truth we receive, then we are in danger of becoming religious, eating from the Tree of knowledge of good and evil as opposed to the Tree of Life!

### B. Prayer

1. Prayer is an expression of intimacy with God, and it comes out of relationship. It should involve constancy, or an ongoing commitment to sharing what’s going on in our lives and hearing His heart. It includes times of solitude, which gives room in one’s life for reflection. Mark 1:35

Consistent, concentrated times of prayer are needful in your relationship with the Lord. Free your mind while in prayer by keeping a pen and notebook handy to write down the thoughts that clutter your mind constantly.

2. “You can be diligent about praying for your family, your friends, your finances, your church gatherings, and the lost souls of your city. You can even be diligent about praying for greater accuracy in your prayers, more anointing on the decisions you make or more effectiveness in the words you say, all for the sake of the harvest. However, how often do you take time to sit and commune with the Father? How often do you come to a quiet place and listen to what He might want to say? How often do you come to His Word and “selah,” simply pause and think about what it says?”<sup>5</sup>
3. Jude 20 says *“But you, beloved, build yourselves up [founded] on your most holy faith [make progress, rise like an edifice higher and higher], praying in the Holy Spirit.”* We need to stir up the gift of the Holy Spirit within us by exercising our spiritual prayer language. The purpose is to edify, build up, stabilize and strengthen. Our spirits are edified, our minds are renewed, and our strength is replenished by using our prayer language.

### C. Fasting

1. The goal of effective fasting is to pray repentance, revival, restoration, and redirection. Fasting is effective when:
  - facing impossible circumstances
  - to hear from God for fresh direction

- to seek the mind of God
  - to prepare for ministering in the power and grace of God
2. Fasting puts the soul back in its place of submission to the spirit by saying, “no” to the soulish appetite for food and carnal pleasure.
- D. Worship
1. A. W. Tozer said that God wants worshippers before workers. Indeed, the only accepted workers are those who are adapt in the art of worship.
  2. We need to be like David, who spent time waiting upon the Lord, longing, worshipping, writing songs to Him, and the next minute rising up, grabbing a lion by the mane, and ripping his head off! Warring and winning were born from worshipping and waiting! We must wait in His presence and allow all ministry to be born of relationship.

## Practical Disciplines

- A. Organization
1. The basic principle for effective time management is to focus on doing the will of God. *Eph. 5:15-17*. Schedule regular planning times. It is important to slow down, listen to God, and get vision and direction from Him.
  2. John Maxwell said, “I believe that thinking ahead and prioritizing responsibilities mark the major differences between a leader and a follower.” Decide what to do and do it; decide what not to do and don’t do it. A lack of order in a person’s life can harm their ministry effectiveness.
  3. Organize or Agonize! Following are 5 ways people spend their time:
    - Urgent/Loud things first: you must discern what is truly urgent and what is not
    - Unpleasant/Hard things first: just because something is hard doesn’t mean it should be first priority
    - Unfinished/Last things first: if a task is not a priority one day, should it be a priority the next?
    - Unfulfilling/Dull things first: Peter delegated such tasks to focus on the ministry
    - Ultimate/First things first: give your best time, now and every time, to your most important tasks<sup>6</sup>
- B. Effects of our Attitude
1. John Maxwell shares, “Leadership is influence. People catch our attitudes just like they catch our colds – by getting close to us. One of the most gripping thoughts to ever enter my mind centers on my influence as a leader. It is important that I possess a great attitude, not only for my own success, but also for the benefit of others. My responsibility as a leader must always be viewed in the light of the many, not just myself.”<sup>7</sup>
  2. Our attitude may not be the asset that makes us great leaders, but without good ones we will never reach our full potential. Leadership has less to do with *position* than it does with *disposition*.

“Robert Half International, a San Francisco consulting firm, recently asked vice-presidents and personnel directors at one hundred of America’s largest companies to name the single greatest reason for firing an employee. The responses are very interesting and underscore the importance of attitude in the business world:

- Incompetence: 30 percent
- Inability to get along with other workers: 17 percent
- Dishonesty or lying: 12 percent
- Negative attitude: 10 percent
- Lack of motivation: 7 percent
- Failure or refusal to follow instructions: 7 percent
- All other reasons: 8 percent

Notice that although incompetence ranked first on the list, the next five were all attitude problems.”<sup>8</sup>

3. The greatest day in your life and mine is when we take total responsibility for our attitude. It’s not what happens *to* me that matters but what happens *in* me.

4. Common rotten attitudes

- An inability to admit wrongdoing
- Failing to forgive
- Petty jealousy
- A Critical Spirit
- The disease of me (NBA coach Pat Riley says of team members that have it, “They develop an overpowering belief in their own importance. Their actions virtually shout the claim, ‘I’m the one’. Riley says the ‘Disease of Me’ will always result in the ‘Defeat of Us’”)

## What We’ve Learned

- While in ministry, we ourselves cannot or should not neglect our own spiritual walk with God.
- In order to effectively give out in ministry, we must be in a place of receiving from the Lord.
- In the pursuit of God, there is the place of discipline that comes that is rooted in our own motivation and seeking.
- A leader must learn to recognize the warning signs of depletion in spirit, soul, and body, and be ready to refuel and strengthen those areas.
- Basic disciplines of the Word, prayer, fasting and worship fill a leader up, balance a leader out, and give the leader something to minister to others.
- Along with the spiritual disciplines, a leader should endeavor to be wise and organized in his time management.

## For Application and Discussion

- List three areas in your life that lack discipline, placing them in order of your priority for conquering them.

#1 \_\_\_\_\_

#2 \_\_\_\_\_

#3 \_\_\_\_\_

- Take them on, one at a time.
- Be accountable to someone about it.
- Allow 60 days to work on one area before you go to the next.
- Celebrate with the one who holds you accountable as you show continued success.

## For Further Study

The God Catchers, by Tommy Tenney

A Heart Ablaze, by John Bevere

Secrets of the Secret Place, by Bob Sorge

## Endnotes:

<sup>1</sup> Bridges, Jerry, The Discipline of Grace (Colorado Springs, CO: Nav Press, 1994), p. 130.

<sup>2</sup> Ibid., p. 134.

<sup>3</sup> Garlow, James L., Tested by Time (Nashville, TN: Thomas Nelson Publishers, 2002), p. 65

<sup>4</sup> Damazio, Frank. The Gate Church (Portland, OR: City Bible Publishing, 2000), p. 46.

<sup>5</sup> Malmin, Glenda. Woman, You Are Called and Anointed (Portland, OR: City Bible Publishing, 1998), p. 44.

<sup>6</sup> Maxwell, John. The 21 Most Powerful Minutes in a Leader's Day (Nashville, Tennessee: Thomas Nelson, Inc., 2000).

<sup>7</sup> Maxwell, John. Developing the Leader Within You (Nashville, TN: TN Publishing, 1993), p. 105

<sup>8</sup> Ibid., p. 98-99



# Understanding Authority

### God's Delegated Authority

- A. Although in this lesson we are studying authority as it relates in the church, there are actually four divisions of governing authority that we encounter in life. They are:
1. Civil: All governing institutions. Romans 13:1-2
  2. Church: Church governing authorities. 1 Peter 5:1-4
  3. Family: Family relationships. Ephesians 5-6
  4. Social: Relationships in employment, education and all social organizations. 1 Peter 2
- B. Anyone being in spiritual leadership must establish a true biblical understanding of spiritual authority in his life. Rick Joyner says, "We must be able to differentiate between secular authority and true spiritual authority. Typical human authority uses the people for its own purposes, but true spiritual authority gives itself for the sake of the people."<sup>1</sup>
- C. Moses gives us a good example of delegated authority, and in him we see the credentials God is looking for, that of a meek person. "There is a conjunction between humility and authority. Moses' meekness was the statement not of some affectation or superficial polish, but of a union with God in such a way that God's very own character was imparted to him."<sup>2</sup>
1. When we think of meek, we think of mild, quiet and deferring. Meekness is, however, total obedience to God, and can appear just the opposite! (Jesus attacking the moneychangers is an example.)
  2. "True spirituality is unselfconscious. It is just a wonderful mindlessness, not in the sense of being irresponsible, but where you are not exalted in your own calling. It is a poverty of spirit."<sup>3</sup>
  3. One's authority before people is equal to one's ministry before God. You can't be in public more than you are in private. God spoke to Moses in the Tent of Meeting with revelation. One should never try to establish their authority by *insisting* others listen to them. If people err, let them err. You cannot force someone to obey or submit. A delegated authority should not strive with man.
  4. Rick Joyner says, "The source of true spiritual authority is not influence with men [is not from men], but with God."<sup>4</sup>
  5. Jesus turned leadership upside down in His day when He taught, "*You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant.*" Matt. 20:25-26
- D. The characteristics of Godly delegated authority will resemble true fatherhood.
1. Graciousness – One who is kind and courteous; easily approachable. They are tactful, merciful and compassionate.
  2. Exhortation and restoration – One who desires to build up another, and aims to restore and see people grow in God's purpose for them.

3. Not a judging spirit. – Moses had no personal axe to grind; he didn't murmur against the people. As soon as God's purpose was accomplished, he quickly forgave. Numbers 14:11-20
  4. Intercession - Will bear the burdens of many as in Gal. 6:1-3.
  5. Makes no self-defense. Vindication or defense should come from God, not man. 1 Cor. 4:3-5
  6. No authoritarian attitudes or cultic control – Not a dictatorship.
- E. There is a vast difference between leading and commanding. What does an autocratic [one ruling with unlimited authority] leader look like?
1. "One-rule" type of leadership. Leader sees himself as indispensable, the only one who knows what to do.
  2. Legalistic; uses rules to get people to perform.
  3. Answers to no one; can operate by manipulation, control, and threat. There is no "checks and balance" system.
  4. The leader is narrow, an extremist; often ethnically bigoted. Has strong convictions and cannot accept others in other groups. Has a "party spirit."
  5. Tends to glory in adversity and has a martyr complex.
  6. Tends to be task-oriented and uses their power to influence their followers.
  7. Feels threatened by change initiated by another.
  8. Low self-esteem; often known to have grown up with a rigid authority figure.
- F. "A position of authority is significant no matter who holds it. God requires us to recognize the position of authority regardless of who is in the position. It is not necessarily the one who is the most qualified. God honors positional authority and expects us to do the same."<sup>5</sup>

## Lawlessness

- A. According to the account in Genesis, what was the nature of the first sin? It was simply disobedience.
- B. 1 John 3:4 says, "*Whoever commits sin also commits lawlessness, and sin is lawlessness.*" The Greek word for lawlessness is "anomia" which means "the condition of being without law, because of ignorance of it or because of violating it." It essentially means not to submit to the law or authority of God.
- C. In His discourse on the end times, Jesus said that lawlessness would be one of the signs describing our society and the church!
  1. Matthew 24:12-13 says, "*And because lawlessness will abound, the love of many will grow cold. But he who endures to the end shall be saved.*"
 

The word for love in this text is "agape" which is God's love and can be only experienced by a believer. Therefore, we can see that lawlessness or disregard for authority will grow among believers.
  2. Matthew 7:22-23 says, "*Many will say to Me in that day, 'Lord, Lord, have we not prophesied in Your name, cast out demons in Your name, and done many wonders in*

*Your name? And then I will declare to them, 'I never knew you; depart from Me, you who practice lawlessness!'*

- D. The consequences of disobedience or its after effects are not always immediately recognizable or obvious but the harvest is certain. We see this in King Saul's life 1 Sam. 15.
1. Though Saul received specific instruction, he only partially obeyed. Partial obedience is not obedience at all in the eyes of God. It was called rebellion. Saul had developed a *pattern* of disobedience.
  2. The Lord will take a person through a progressive process in order to reach him in his disobedience:
    - Holy Spirit conviction: When we disobey without true repentance after sensing Holy Spirit conviction, a veil of deception can cover our heart.
    - A strong warning: Samuel was sent to confront Saul with his disobedience. Besides a prophetic messenger, God can send a warning or strong admonition in many ways. James 5:19-20
    - God's judgment: It is not God who brings these things on us. Rather, He lifts His hand of protection and allows the enemy to bring on us what obedience would have protected us from. Psalm 119:67, 75; 1 Corinthians 5:4-5
- E. It is the rebellious nature of man that makes him want to obey God's direct authority without being subject to the delegated authorities God has established.
1. Acts 5:29 says, "*We must obey God rather than man.*" Here we see the exception to obeying delegated authority. This was due to the fact that the delegated authority in this passage of Scripture had distinctly violated God's command and trespassed against the Person of the Lord. Such an answer as Peter's can be given under this particular situation.
  2. Submission is *absolute*, but obedience is relative. Submission is a matter of attitude, while obedience is a matter of conduct. God alone receives unqualified obedience without measure, any person lower than God can only receive qualified obedience.
  3. Signs of the submissive person:
    - Tries to find authority wherever he goes and come under it.
    - Soft and tender, not hard or self-willed.
    - Never eager to be in authority. Doesn't take delight in controlling others.
    - Is under restraint and keeps his mouth closed. Does not speak carelessly.
    - Is sensitive to acts of lawlessness and rebellion around him. Will lead others to obedience.

## **Biblical Examples of Response to Authority**

- A. Positive Examples:
1. Jesus:
    - As a young boy, Jesus showed an obedient spirit to His earthly parents. Luke 2:51-52

- He was obedient to His Father, being dependent upon Him for ministry. John 5:26-30
- Jesus did not assume His position of leadership, but the Father appointed Him. Hebrews 5:4-5

2. David: (1 Samuel 24:4-6; 26:9, 11; 2 Samuel 1:14)

- Even though David had the opportunity, he never rebelled against Saul, even when he was encouraged to do so. “Backbiting or bad manners or inward resistance may not be classified as killing, yet they can certainly constitute the same as cutting off the skirt. They all originate from a rebellious spirit.”<sup>6</sup>
- No one should ever permit another person’s authority to be damaged in order to establish his own.

B. Negative Examples:

1. Lucifer’s rebellion (Isaiah 14:12-15; Ezekiel 28:13-17):

- Self-exaltation and rebellion were the cause of Satan’s fall.
- Satan is still a usurper today. According to Webster’s Dictionary, “usurp” means “to seize and hold, as an office, place, or powers, in possession by force, or without right; to take the place of by or as if by force (supplant); to seize or exercise authority or possession wrongfully.”
- There are two principles in the universe: the principle of God’s authority and the principle of Satanic rebellion.

2. Moses and the children of Israel:

- They began to separate Moses’ authority from God’s authority. Exodus 5:13-21
- God considered the complaints against Moses as actually being against Himself!
- What separated Joshua from the rest of his peers was not his discernment, but his ability to recognize and submit to true authority. Out of that submission came true discernment.
- We cannot bypass delegated authority and declare ourselves subject only to God’s. The only exception is when authority directly contradicts the commands of God (Numbers 30:1-5).
- “A war-horse is not fit for service until his will is broken. Though he may be stronger, swifter, and more gifted than all the other horses in the stables, he cannot serve until he’s broken. He will stay in the stable while less gifted horses go to war. To be broken does not mean to be weakened. It has to do with submission to authority”.<sup>7</sup>

3. Noah and his sons:

- The Bible says that when Noah had a few too many grapes in the vineyard he became drunk and disgraced himself by laying naked in his tent (Gen. 9:20-27).
- One of his sons found him there and instead of covering his father, he told his other brothers. Out of respect for their father, the other two sons walked in the tent backwards to not look on their father’s nakedness and covered him.

- The Bible says the first son was cursed because he did not conceal the matter but instead told others.
- Even though those above us may not use good judgment, we are still responsible for our attitude toward authority and how we handle each situation.

## How to Approach Your Leaders

- A. Churches are full of imperfections that catch our attention and prompt us to complain. We dash off notes to our leaders, or corner them after the service. Is our input helpful and constructive, or is it merely murmuring? Before complaining, check your attitude by asking yourself these ten questions:
1. Am I certain God is leading me to address the problem? God might want you to pray, not confront. Try praying about your concern daily for a month and watch for God to work. John 15:5
  2. Am I the problem? God uses irritations to teach and correct His people. Don't miss the opportunity to be molded into His image. James 1:2-4
  3. What is my real motive in wanting to complain? Impure motives include wanting to be noticed or promoted, getting your own way, blaming others, and venting anger. Right motives are born in love and prayer, glorify God, and aren't self-serving. 1 Cor. 13:4-6
  4. Is there a biblical principle behind the matter I'm addressing? Find out what the Bible teaches on the subject. You might discover that your complaint is based on personal taste or style rather than on an essential issue. 2 Tim. 2:15
  5. Am I being humble, gentle, and patient, bearing with others in love? Step back and look at yourself from God's perspective. Eph. 4:1-3
  6. Am I submitting to my church leaders, or am I demanding that things be done my way, and in my timing? Beware! Your "vision" or "desire for excellence" might actually be a case of disguised rebellion. Heb. 13:17
  7. Am I genuinely grateful for the leaders God has placed over me? If you have consistently affirmed your leaders for what they have done well, your recommendations for change will be given and received with grace and love. 1 Thess. 5:12-13
  8. Am I demanding perfection from my leaders? Leaders are real people with weaknesses just like yours. Instead of criticizing them from afar, try holding up their arms like Aaron and Hur did for Moses. Ex. 17:8-13
  9. Can I state my input in the form of constructive suggestions rather than complaint or criticism? Write out your ideas and reread them over the next several days. Screen out any hint of anger. Be helpful, not hurtful. Col. 3:12-14
  10. Am I willing to be part of the solution? Your willingness to help solve the problem gives validity to your recommendations. Back up your words with actions, and cover everything you do with love. Col. 3:23-24

## What We've Learned

- One of the foundational issues in a person's life that will either hinder or strengthen their ministry is how they relate to the authority in their life.
- In order for a person to successfully exercise authority, they must first learn how to live well *under* authority.

- Authority is an issue relating to every area of one's life and cannot be avoided.
- Exercising true spiritual authority, the kind modeled by Jesus, is different than what one sees in the world.
- The very root of all sin from the beginning was lawlessness and rebellion.
- You cannot obey God and not submit to His delegated authority. A person who is out from under proper delegated authority will always bring God's corrective dealings into their life.
- Obedience is related to actions, submission is related to attitude. Submission is absolute, while obedience is relative.
- We must all guard our heart in this area, and learn to approach our leaders in a godly manner.

## For Application and Discussion

Let each of us examine our hearts and allow the Holy Spirit to reveal any resistance to God's authority in our lives that we might have. Also allow the Holy Spirit, who is truth, to show us if we are allowing any bitterness, contempt, or attitude toward any of God's delegated authority in our life, and repent of it. We need to know that this will hinder our spiritual progress and handicap our ministry, and must be dealt with. As we become broken before God and others, His living water will flow out with renewed authority.

## Endnotes

<sup>1</sup> Joyner, Rick. The Morning Star Journal , "Spiritual Authority" (Charlotte, N.C: MorningStar) p. 4.

<sup>2</sup> Katz, Arthur Apostolic Foundation (Laporte, MN: Burning Bush Pub., 1999), p. 222.

<sup>3</sup> Ibid., p. 225

<sup>4</sup> Joyner, Rick The MorningStar Journal, "Spiritual Authority" (Charlotte, N.C: MorningStar), p. 4.

<sup>5</sup> Tompkins, Iverna Spirited Woman. "When Shepherds Hurt Their Sheep" (Altamonte Springs, FL: Creation House, Dec/Jan, 1999), p. 33.

<sup>6</sup> Nee, Watchman. Spiritual Authority (New York: Christian Fellowship Publishers, Inc., 1972), p. 43.

<sup>7</sup> Bevere, John, Under Cover (Nashville: Thompson Nelson Publishers, 2001), p. 161



## Leadership Training

### *Relationships*

#### Introduction

- A. God designed us with an awareness of our need for relationships. Gen. 2:18 says, “It is not good that the man should be alone...” Notice that God does not create Eve until Adam became aware of his need. “There are a variety of reasons relationships will end or change over the years, but never forget that God did create you with a need for companionship. God did it. This need is not some weakness in your personality, but rather something that God put in your heart.”<sup>1</sup>
- B. C. S. Lewis says, “To love at all is to be vulnerable. Love anything and your heart will certainly be wronged and possibly broken. If you want to make sure of keeping it intact, you must give your heart to no one, not even to an animal. Wrap it carefully around with hobbies and little luxuries. Avoid all entanglements. Lock it up safe in the casket or coffin of your selfishness. But in that casket, safe, dark, motionless, aimless, it will change. It will not be broken, instead it will become unbreakable, impenetrable, irredeemable.”<sup>2</sup>
- C. Many leaders cannot handle the process of loving, being hurt, forgiving, being repaired and restored, and making themselves vulnerable in relationships again. To isolate yourself from people is dangerous and God will do all that is necessary to prohibit this. You are called to serve and in serving you face the possibility of being misused, abused, offended, and hurt.
- D. We must remember that God is not building ministries, but rather is building a Body, where the parts are interconnected. God is Himself relational – and flowing out from His inherent nature is the goal of relating to us and seeing that we relate to each other.

#### The Marriage Relationship

- A. Leaders who are married will have some unique pressures in regard to their marriage. The marriage relationship is so important!
- B. “All ministry is the extension of covenant keeping. The marriage covenant is our highest priority of interpersonal relationships. A person’s outward ministry, therefore, is an extension of his/her covenantal faithfulness to his/her spouse. Ministry that goes beyond the bounds of covenantal loyalty to one’s spouse is not valid ministry.”<sup>3</sup> Peter says in 1 Peter 3:7 that the husband and wife are co-heirs, or joint heirs, of the blessings that God intends to give them.
- C. There are several common hindrances to developing oneness in marriage:
  - 1. Not scheduling time for togetherness
  - 2. Not communicating regularly or meaningfully
  - 3. Not resolving differences that arise
  - 4. Communicating in a hurtful way
  - 5. Being dishonest
  - 6. Nagging
  - 7. Being unfaithful – even *emotional* infidelity

- D. The keys to building a solid marriage are:
1. Integrate, don't isolate  
Integrate attitudes, schedules, and activities.
  2. Release your expectations to God  
If you have been emotionally holding your spouse back from being fully released to minister in the capacity that they are called to, release them.
  3. Do not compare  
2 Corinthians 10:12 says “. . . when they measure themselves with themselves and compare themselves with one another, they are without understanding and behave unwisely.” Your spouse will need your encouragement to expand and increase in their ministry and vocational development. However, if that encouragement isn't pure, they will resist it. Comparison will not only affect your spouse, but it may also affect your children and those close to you. People can sense when appropriate admiration is lacking in a marriage.
  4. Be submissive  
Submission does not mean stifling all perspectives and gifts. God has given those to you. Godly submission requires that you express your heart and use your gifts.
  5. Be loyal  
Proverbs 31:11-12 says, “The heart of her husband trusts in her confidently and relies on and believes in her securely, so that he has no lack of honest gain or need of dishonest spoil. She comforts, encourages, and does him only good as long as there is life within her.” Never belittle your spouse to others, privately or in front of them. This is disloyalty!
  6. Cherish the intimacy in your relationship  
One of the keys is not to allow yourself to pour out the entirety of your energy during the day to other people and causes. Make it your goal to always have some emotional and physical energy reserved to give to your mate. Be sensitive to his needs, and grow in your friendship together. Be a fun and affectionate person. Learn what he likes, and respond accordingly.
  7. Be spiritually responsive  
Learn to draw out your spouse's spiritual potential, both in the church and at home. If you are not pleased with their personal walk with the Lord, don't pressure them about it. Pressure stifles spiritual motivation. Pray for them, and let the Lord deal with them! If you feel the Lord gives you the okay to correct or bring some adjustment, prayerfully wait for the right timing to do so, and do it ever so tactfully. Encourage them to take time to draw apart and seek the Lord.

## Leadership Relationships

- A. Strong relational nets provide safety, fellowship, encouragement, increased joy, new friendships, teamwork, other viewpoints, unity, added resources, accountability, immediate pastoral care, interconnectedness. They are not to be easily broken.

1. “Agape” love ties people together. It is not feeling or impulse based; it a love of the will – a love that is constant, looking beyond the object, beyond a person’s fault. Agape love works by exercising covenant.
  2. Today we need an understanding of the Biblical principle of covenant. God operates with mankind through a process of covenant. Interactions between people today often operate on a minimum level of commitment. The purpose of covenant is to ensure faithfulness and commitment to the very relationships that are so precious in God’s sight. Proverbs 20:6 says “Many a man claims to have unflinching love, but a faithful man who can find?”
  3. David and Jonathan: A positive example of covenant love: 1 Samuel 18:1 – “When David had finished speaking to Saul, the soul of Jonathan was knit with the soul of David and Jonathan loved him as his own life.” The Hebrew word “qashar” means “knit together” or “to tie, physically gird, confine, compact or mentally to love, to bind together, to become stronger because of the ties.”
  4. Colossians 2:2 says, “For my concern is that their hearts may be braced, comforted, cheered, and encouraged as they are knit together in love...”  
  
Colossians 2:19 says, “And not holding *fast to the Head from Whom the entire body, supplied and knit together by means of its joints and ligaments, grows with a growth that is from God.*”
  5. People can be knit together in wrong relationships, depleting instead of replenishing. A depleting relationship drains you emotionally and spiritually. It taps your energy resources and is continual hard work.
  6. Jesus and Judas Iscariot: A negative example of covenant love (Psalm 41:9):  
*“Even my own familiar friend, in whom I trusted (relied on and was confident), who ate of my bread, has lifted up his heel against me.”* (Amplified) Jesus knows the sorrow of a broken relationship.
- B. From Paul’s life we see that he placed high value on relationships. He maintained a demanding pace of travel and ministry, but his writings reveal a life neither too busy nor too important to cultivate and rely upon close relationships. His friendships crossed many lines – racial, economic status, gender, and age.
1. Paul mentions more than 100 co-laborers. See Romans 16 as an example. A person who fell into relationship with the apostle Paul improved, became better, and fulfilled his destiny in God. It’s easy to use people to build things rather than using things to build people. Friendship is a trust that must be handled very carefully and wisely.
  2. Paul was part of a team. Teammates unite around a common cause or vision. They pool their resources. They notice triumph and failure and encourage one another in either circumstance. When one is down, others rally to help; when one is puzzled, others add expertise; when one is on the front lines, others pray.<sup>4</sup>  
  
As Solomon says in Ecc. 4:12 – *“Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.”*
- C. There are four levels of relationship:
1. Fellowship  
  
They do not have close relationships or intimacy with each other, yet the Holy Spirit places a love and identification between them because they are in the body of Christ.

2. Relationship

Responsibilities in the Kingdom of God get people working together and allow them to become close.

3. Partnership

Fellow-workers who have the same vision, values, heart, and kindred spirits (Pastors, Elders, Deacons, staff people).

4. Friendship

Have common ground, common love and choosing to be with each other. Relationship grows in transparency, responsibility, accountability and vulnerability.

D. As leaders, we need to evaluate the people that surround us and that we are relating to and determine to spend most of our time and energy with those that will encourage and help build our vision. There are four basic attitudes in church life, based on well-known mathematical symbols:

1. Multiplier (x)

There are those who multiply faith and generate a high level of power, positive influence, and significance to the work. Their presence and involvement in anything guarantees a high quality and anointed contribution.

2. Adders (+)

There are those who always add something to the work. Their faithfulness, servant heart, and patient good humor keep us in good spirits. They are team players and everyone loves them, and they are a constant reliable support in all that we do.

3. Subtractors (-)

There are those who simply take from us and have little or no capacity to give in return. They may have an expectation that the church will meet all their needs rather than their own faith in God. Some people are in this stage of their life where they need continual help for a season. It is the people who perpetually live in that place and have no intention of developing faith or strength to rise above it. They drain our resources and are liable to go elsewhere to leech off someone else.

4. Dividers (÷)

There are those that rob and kill the congregation. Such people are malcontents with hidden agendas and unsundered lives. They have mixture in their lives and no purity of mind and heart. Quick to find fault and exploit other people's weaknesses, they bring division and sow discord among the other believers.<sup>5</sup>

## **Dynamics of Relationships**

A. There are ten fundamentals that must underlie intimate, lasting, Christian friendships:

1. A God-centered basis of belief
2. A personal commitment to one another
3. Faithfulness in adversity
4. Straightforward honesty with sensitivity

5. Giving personal respect always
  6. Unquestionable acceptance
  7. Empathy instead of judgment
  8. Loyalty over time
  9. Willing to ask for help
  10. Forgiveness, love, and compromise
- B. Some generations of clergy have separated themselves from the laity, and some have not. Some leaders have favored certain people to the point of exclusivity, and thereby wounding others, and some have stayed away from any relationships with depth out of fear of being misinterpreted and suffering in loneliness. How sad this is! God must be grieved as He watches leaders turn away from those relationships by which He intends to bless and strengthen them.
- C. If you're in leadership, you must guard against placing people in positions of leadership simply because they're your friends. On the other hand, you don't want to deny someone a position of leadership simply because he or she is your friend and you're afraid of how it might look to others. If your friend is gifted for the position, it will be obvious; you have no need to fear.

## Pressure Points

Here are four sources of pressure every Christian leader faces. If you're truly leading, you can expect a visit from each of them on a regular basis.

A. Pressure from the spotlight

The spotlight allows people to gaze at the life of the leader, who may be unaware of how closely others are watching. Those who serve in ministry already live in a fishbowl and find that extra scrutiny just adds more pressure to their job descriptions. The more successful the leader, the more he will be exposed to scrutiny.

B. Pressure from the calendar

Those of us in ministry are bombarded with responsibilities and invitations. It's nice to be included, but the pace can drain us if we're not careful. If you don't plan your schedule, others will! You'll need to find things to remove from your schedule so that you can concentrate on the things you've deemed the most important. The most effective leadership principle for you to embrace is: Only do what only you can do. Prioritize. Delegate. Be a wise steward, make time for the important.

C. Pressure from the sponges

The greater our influence, the more "sponges" we attract. There are people who just enjoy being close to Christian leaders. Some want to be your best buddy. Others say, "You're the only one who can help me." When you hear those words, alarms should go off in your brain. John Maxwell has challenged leaders to "spend 80% of their time with influencers and 20% of their time with noninfluencers. If the same people are "in crisis" time after time, then you are no doubt letting the sponges sap you rather than allowing the influencers to stretch you. We must balance our mandate to reach out to others with our need for legitimate personal boundaries.

#### D. Pressure from the resistors

All leaders know how tough it is to be met with resistance, whether it's intentional or accidental. Remember, your task is to please God – not man.

### **What We've Learned**

- God Has made each person with a desire for healthy relationships. God Himself is relational.
- Ministry is always done in the context of relating to other people.
- Outside our personal relationship with Jesus Christ, we are to guard and nourish our marriage relationship and how we relate to our family.
- God has meant for ministry to be a team effort. We see this modeled in the life of Jesus, and in the New Testament Church. God doesn't advocate "lone-ranger" ministries. They are potentially unwise and unhealthy.
- In our relationships we will experience different levels of relating, and this is very natural. As leaders, we need to be alert to the dynamics of our relationships and their impact on us as leaders.
- We need to be growing in our relationship with the Holy Spirit and allow the Lord to continually bring health to all our relationships. We are to be the initiators of this and not always projecting fault onto others. Even in the area of relationships, leaders are to lead!
- While it is okay and even suggested that we are to have friendships within the context of our church and leadership, we should never allow unhealthy influence from ourselves or our friends that would hurt the receiving of our ministry by others.
- We must be able and willing to cope with the special pressures that can arise due to being in leadership or ministry

### **For Application and Discussion**

- How important are close friendships to you?
  - not important at all
  - nice, but not essential
  - a top priority in my life
- How would you rate the quantity of close friendships in your life?
  - too many
  - just right
  - too few
- How would rate the quality of these friendships?
  - generally unsatisfying/disappointing
  - meaningful but still lacking something
  - deeply meaningful and satisfying
- How would you rate the quality of your friendships?
  - generally unsatisfying/disappointing
  - meaningful but still lacking something
  - deeply meaningful and and satisfying

- What are the major obstacles for you when it comes to developing deeper friendships?
  - shyness
  - self-protection
  - too busy (me or others)
  - move/travel too often
  - not a priority/apathy
  - don't know how to start
  - critical spirit
  - difficult to meet people I have much in common with
  - Other \_\_\_\_\_
  
- What is one step you would like to take to strengthen an existing friendship or pursue a new one?
 

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## Endnotes

<sup>1</sup> Malmin, Glenda. Woman, You Are Called and Anointed (Portland, OR: City Bible Publishing, 1998), p. 170.

<sup>2</sup> Damazio, Frank. The Vanguard Leader. (Portland, OR: Bible Temple Publishing, 1994), p. 264.

<sup>3</sup> Intrater, Keith, Covenant Relationships (Shippensburg, PA: Destiny Image Pub., 1989), p. 188.

<sup>4</sup> Schmidt, Dan. "Paul and Friends", Discipleship Journal, Issue 106, 1998, p. 35.

<sup>5</sup> Cooke, Graham, A Divine Confrontation. (Shippensburg, PA: Destiny Image, 1999), pp. 163, 164



## Leadership Training

### *Spiritual Gifts*

#### Introduction

- A. This lesson will focus on what the Bible says about gifts, their purpose, and how to recognize and develop your giftings.
- B. In *Matthew 25:14-30*, the Parable of the Talents, the Lord shows that He has given each of us certain talents. In this parable, He holds each of us responsible only for what He has given to us individually. He does not hold us responsible for what He has given to someone else. Bob Sorge explains it well when he says, “The master in the parable represents God; the servants represent God’s servants whom He has gifted at differing levels of ability; and the talents of money in the parable represent the giftings, abilities and resources that God gives to His servants, expecting them to multiply and maximize those resources for the furtherance of His kingdom.”<sup>1</sup>

You are unique. No one else in history is exactly like you. Not one other person has exactly the same combination of talents, gifts, personality, family placement, heritage and calling that you have. The good news is that you’re required by God to invest only the talents that He has given to you. You are required, however, to develop what He has given you to its fullest potential.”<sup>2</sup>

#### Definition

- A. A spiritual gift is a special ability to function effectively and significantly in a particular service as a member of Christ’s Body. They are tools for building up the church.
- B. In his book, *Mirror, Mirror on the Wall*, Ken Hemphill says, “Spiritual gifts are individualized endowments of grace from the Father, equipping you to play a vital role in His plan for the redemption of the world.”<sup>3</sup>
  - 1. The more spiritual men and women are, the more involved they will be with the Body of Christ. Why? Because as they give free reign to the Holy Spirit, He will continually lead them to exercise their spiritual gifts for the common good of the Body. And that necessitates involvement.
  - 2. Much of the teaching and training the Church gives focuses on identifying specialized interests, talents, and even personality types for the purpose of sending people down the right ministry avenue. While these avenues are helpful and can be used as tools, we need to be careful because this approach can interpret the Bible’s teaching too narrowly.

When we encourage people to look inside themselves to find the basis for ministry, we risk communicating that personal fulfillment rather than meeting needs is the touchstone of ministry involvement. But this perspective grows out of a modern culture obsessed with self-fulfillment. God *often does* use our abilities. It would be hard to be an effective musician if one has no musical ability or training. But specialization is not the only principle. In the Scriptures we see many times when God called a person *outside* his comfort zone or natural ability to do the work God had called him to. There is a difference between natural talent and spiritual gifts.

## Looking at the Gifts

- A. The primary Scriptures concerning the gifts are:
1. Romans 12:3-8
  2. 1 Corinthians 12 – 14
  3. Ephesians 4:1-16
  4. 1 Peter 4:7-11
- B. *1 Corinthians 12:1* “Now concerning spiritual gifts, brethren, I do not want you to be unaware” (or ignorant).

The word “gifts” is a rendering of the Greek word charisma. The root of this word is “charis” meaning grace. Grace is commonly defined as unmerited favor – God giving us something we don’t deserve and can’t earn. Jim Goll says, “Gifts are gifts! They do not prove how much God loves us, they show how much God loves and wants to bless the people!”<sup>4</sup> In other words, the gifts we have are not given to validate our worthiness or spirituality, but are given to bless other people. You are blessed to be a blessing!

*1 Peter 4:10 (Amp) says, “As each of you has received a gift (a particular spiritual talent, a gracious divine endowment), employ it for one another as {befits} good trustees of God’s many-sided grace {faithful stewards of the extremely diverse powers and gifts granted to Christians by unmerited favor}.”*

God is looking for two primary qualities when it comes to our gifts and talents, and that is goodness and faithfulness. That will be our reward when we stand before Him, is to hear Him say, “Well done, *good and faithful servant.*”

- C. *1 Corinthians 12:7* “Now to each one the manifestation of the Spirit is given for the common good.” The Father would have us accept our gifts from Him, always aware that He is the Giver, we are the recipients, and in obedience, we share the gifts with the body of Christ to bring glory to God through His church.
- D. The Gifts can be broken down into the three distinct categories:

1. Motivational Gifts:

Taken primarily from Romans 12, these gifts are personality or temperament gifts. These are the gifts that God has built into each of us, shaping our personality, and giving us the motivating force for our lives. Here is a brief explanation of each gift:

- Perceiver: One who clearly perceives the will of God. This word is used instead of “prophet” to avoid confusion and distinguish it from the office of prophet and the manifestation gift of prophecy.
- Server: One who loves to serve others. Another appropriate word is “doer.”
- Teacher: One who loves to research and communicate truth. They are usually very detailed persons.
- Exhorter: One who loves to encourage others to live a victorious life. These are extremely positive people who can equally well be called “encouragers.”
- Giver: One who loves to give time, talent, energy, and means to benefit others and advance the Gospel. Another word could be “contributor.”

- Leader: One who loves to organize, or direct. Other words could be “facilitator” or “administrator.”
- Mercy person: One who shows compassion, love, and care to those in need. They empathize easily with others.<sup>5</sup>

2. Ministry Gifts:

The ministry gifts are actually gifts of people. They are not titles so much as they are functions. There are three categories of these gifts:

- Ministry/Equipping Gifts: The “five-fold ministries” are to lead and equip the rest of the Body of Christ.
- Government/Office Gifts: The ruling Elders and Deacons.
- Body or Help Gifts: Ministries within the context of the local fellowship.

3. Manifestation Gifts:

“These are called manifestation gifts because Paul used the Greek word “phanerosis’ meaning ‘an exhibition, expression, or manifestation.’ In other words, Paul defined these as supernatural manifestations of the Holy Spirit at work through a believer.”<sup>6</sup> The Holy Spirit is the One in charge of the gift working through an available and expectant vessel. There are nine manifestation gifts listed in *1 Cor. 12:7-10*.

- The word of wisdom
- The word of knowledge
- Faith
- Gifts of healings
- Working of miracles
- Prophecy
- Discerning of spirits
- Various kinds of tongues
- Interpretation of tongues

E. It is important to realize that while you may have several of the gifts, you will find that you function more strongly in one or two. Remember that you are *one cell* in the body of Christ, and all the cells are to function interdependently, mutually building up the entire body. All these gifts work together in the Body of Christ to build up a mature body. No gift is greater or lesser than another. All our gifts are equal in God’s sight. They unify us in the body of Christ. They are equal in significance but uniquely different according to their function. Each one serves a different purpose, but together they enable the body of Christ to work effectively.

## A Biblical Approach to Gifts

A. The body grows stronger as gifts are used.

In *1 Corinthians 12*, Paul shows us a profound word picture of the body of Christ. He says the body has many members. Every member has a function and is a vital part. He reminds us that no part is better than any other part. All parts of the body are needed for the body to be complete, to properly function, and to fulfill its purpose in the kingdom of God. The reason for

your spiritual gifts is the building of the body of Christ through the ministry of your gifts. Gifts don't flourish in isolation.

- B. If spiritual gifts are God's primary means of administering grace to His people, what does this say about believers who refuse to exercise their gifts for the good of the Body?
1. They are robbing the Body of Christ.
  2. They are forcing other members of the Body to carry the load.
  3. They are dead weight on the Body, dysfunctional limbs.
  4. They are out of touch with the Spirit of God.<sup>7</sup>

- C. Learn to accept each other's gifts

*1 Corinthians 12:4-6* "There are different kinds of gifts, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working but the same God works all of them in all men." How can I question or critique another's gift when the same Spirit gave gifts to all?

- D. Affirm and encourage each other's gifts

We can affirm, encourage, and help develop the spiritual gifts in others, empowering them to exercise their God-given gift in and through God's family, the church.

- E. Do not promote your own gifts

*Prov. 18:16* says "A man's gift makes room for him and brings him before great men." In God's time, as you remain faithful, He will allow your gifts to be recognized and used in vital places. Solomon also says in *Prov. 22:29* – "Do you see a man who excels in his work? He will stand before kings; He will not stand before unknown men." "Those who are faithful to cultivate their talents and become skillful in their arena will naturally rise to and be entrusted with corresponding spheres of leadership."<sup>8</sup>

## How Do I Find My Gifts?

- A. Although each of us is unique, and we hear from God in various ways, there are some principles that will help us in finding our own gifts.

1. Consider 

Prayerfully study the gifts. Acquaint yourself with the different gifts and be able to recognize them in others. Paul said that we are not to be ignorant of the gifts. *1 Cor. 12:1*
2. Covet/desire 

*1 Cor. 12:31 (Amp.)* "But earnestly desire and zealously cultivate the greatest and best gifts and graces (the higher gifts and the choicest graces)..." The passionate, not the passive, will find that "He rewards those who earnestly seek Him." *Heb. 11:6*
3. Contribute 

You must be careful not to focus so intently on pursuing "your unique calling and ministry" that you forget the main goal is serving God and others. Be willing to serve and make yourself available to meet the needs within the body. Many times you find your gift through the process of elimination.
4. Consecrate 

*Romans 12:1-6.* A life willingly placed at God's disposal for whatever act of service He desires. Only this voluntary submission to God and His purposes will make our service effective. An attitude of humility is essential to finding one's place in the body of Christ.

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|--------------|--|
| 5. Cooperate | When a person is drawn toward a certain area of service or need, that in itself might be an indication of the gift within. Some gifts remain latent within us until someone comes along and helps draw the gift out or encourages it to be used.                                   |
| 6. Cultivate | Faithfully using a gift increases its effectiveness. We are instructed to cultivate the gifts, not to be content with occasional expressions. See <i>1 Timothy 4:14-15</i> . We can develop a gift to a higher potential.  |
| 7. Consult   | Gifts can be enhanced through mentoring relationships. Place yourself with other church leadership, and other gifted people who function in their area of gifting. Observe them, talk to them, and ask if they can recommend good resource material for you to study. <sup>9</sup> |

B. The laying on of hands / prophetic

You may also receive an impartation of a gift either by a prophetic voice, or by the ministry of the laying on of hands. This is usually done by those in office ministries, and is to be used carefully. Paul warns Timothy in *1 Timothy 5:22* that he is not to be hasty about laying hands on others for gifting lest he “share responsibility for the sins of others.” This is not so much the placing of gifts within you, but confirmation of that which the Spirit has already placed within, a recognizing and calling forth of your gifts.

### What We’ve Learned

- God has uniquely gifted you, as well as every believer, and that you are responsible to use your gifts to the highest potential.
- The gifts are given to you so that you can serve and use them to build the body of Christ, the Church. You are blessed to be a blessing!
- The gifts are interdependent upon one another, and not one of them can or will flourish in isolation.
- We should accept the giftings of others and do our part in affirming and encouraging them in the development and ministry of their gifts.
- It is primarily up to me to desire, discover, and develop my gifts and trust the Lord to give me opportunity to use them.
- I must be careful not to compare myself to others because God works uniquely in each life.

### For Application and Discussion

- In what area of ministry do I sense the greatest anointing, fulfillment, and results?
- What do I sense is the area of critical need that stirs me, motivates me, and compels me to action?
- If I had all the resources, people, time, money, etc., I needed at my disposal, knew I was in the center of God’s will and that I could not fail, what would I pursue to bring glory to God?
- What gifts has God given me that others in the Body need for me to exercise?
- Am I developing more competence in my area of gifting?
- Do I need more opportunities to use my gifting?
- Are my efforts producing good results in the lives of others?

- Review the “Guide to Spiritual Gifts” at the end of this lesson. See where you fit in.

### **For Further Study:**

Discover Your God-Given Gifts, by Don & Katie Fortune

Giftedness: Discover Your Areas of Strength, by Marcia L. Mitchell

Spiritual Gifts in the Local Church, by David Pytches

Breaking Intimidation, by John Bevere

Envy, the Enemy Within, by Bob Sorge

### **Endnotes:**

<sup>1</sup> Sorge, Bob. Envy, the Enemy Within (Ventura, CA: Regal Books, 2003), p. 46.

<sup>2</sup> Malmin, Glenda. Woman, You Are Called and Anointed (Portland, OR: City Bible Publishing, 1998), p. 21

<sup>3</sup> Adams, Chris. Women Reaching Women (Nashville, TN: Life Way Press, 1997), p. 30.

<sup>4</sup> Goll, Jim W. The Coming Prophetic Revolution (Grand Rapids, MI: Chosen Books, 2001) p. 89

<sup>5</sup> Fortune, Don & Katie, Discover Your God-Given Gifts (Grand Rapids, MI: Chosen Books, 1987), pp. 17-18.

<sup>6</sup> Ibid, p. 15.

<sup>7</sup> Stanley, Charles. Discipleship Journal, “You Gotta Have Parts” (Issue 90, 1995), p. 42.

<sup>8</sup> Sorge, Bob. Envy, the Enemy Within (Ventura, CA: Regal Books, 2003), p. 50.

<sup>9</sup> Tomczak, Larry. People of Destiny. “Hot Pursuit of Spiritual Gifts” (Sept/Oct., 1989), p. 10-14.



## A GUIDE TO SPIRITUAL GIFTS

**People Who Are Gifts** *Those ordained and anointed by God to build, direct, equip, and serve the Church.*

**APOSTLE** - One who is a spiritual father to others to train, discipline, and establish churches on a proper spiritual foundation. (Eph. 4: 11, 2:20)

**PROPHET** - Working in a foundational capacity, motivates and directs the church with a current word from God. (Eph. 4:11,2:20)

**EVANGELIST** - A pro-claimer of the gospel of the kingdom (with signs following) who also equips others for evangelism. (Eph. 4:11, Acts 8:57)

**TEACHER** - An instructor in the Word who helps establish sound doctrine and inspires others to search out the truths in Scripture. (Eph.4:11,1Cor. 12:29)

**PASTOR** - The local overseer, presiding Elder, or shepherd who leads, equips, and cares for the local flock of God's people. (Eph. 4:11, 1Peter 5:1-3)

**ELDER** - A mature person who leads and rules the people of a local expression. (Acts 11 :30, 1 Tim. 5:17-19)

**DEACON** - Serves the leaders of a local church in any capacity they consider necessary for the ongoing life and health of the church. (Acts 6:1,1Tim. 3:8-10)

**Gifts Given to People** *Abilities given by the Holy Spirit "for the common good."*

**PROPHECY** - Ability to exhort, instruct, or comfort with the Spirit-inspired articulation of God's Word and purposes. (Rom. 12:6, 1Cor. 12:10)

**TEACHING** - Ability to instruct others from the Word of God using sound doctrine. (Ro. 12:7)

**EXHORTATION** - Ability to admonish, encourage, or appeal to individuals in a way that motivates them to follow a godly course of action. (Ro. 12:8)

**GIVING** - Ability and willingness to give money liberally for the advancement of the kingdom of God. (Ro. 12:8)

**LEADERSHIP** - Ability to motivate, manage, and move people to fulfill God's purposes in their lives and in the church. (Ro. 12:8)

**MERCY** - Ability to identify with, minister to, and feel strong empathy for those suffering misfortune or experiencing pain. (Ro. 12:8)

**WORD OF WISDOM** - A divine inspiration or illumination enabling one to see, understand, and respond to life situations from God's perspective. (1Cor. 12:8)

**WORD OF KNOWLEDGE** - A supernatural revelation of insight which transcends the sharer's own natural ability to understand the situation. (1Cor. 12:8)

**FAITH** - Ability to believe God for the impossible in the face of colossal tasks or extraordinary circumstances.(1Cor. 12:9)

**HEALING** - Ability to minister physical, mental, emotional, and spiritual healing to those in need. (1Cor. 12:9)

**MIRACLES** - Ability to accomplish supernatural acts that defy physical laws of nature.(1Cor. 12:28)

**DISCERNMENT** - Ability to perceive the spiritual source of words, motives, or actions and to judge accurately between truth and error. (1Cor. 12:10)

**TONGUES** - Ability to speak in a language one does not understand for the edification of the church. (Acts 1:8, 1Cor.12:10, 14:6)

**INTERPRETATION OF TONGUES** - Ability to interpret, for the church's edification, a message given in a tongue. (1Cor.12:30, 14:6)

**ADMINISTRATION** - Ability to manage affairs of the church. (1Cor. 12:28, Rom. 12:8)

**HELPS** - Ability to support others or take care of their specific needs. (1Cor. 12:28)

**SERVING** - Ability and motivation to meet the needs of others in a practical, joyful manner. (Rom. 12:7)

**SPEAKING** - Ability to communicate effectively as a spokesperson for God and the Church. (1 Peter 4:11)

### **Additional Gifts. Skills. and Ministries**

**INTERCESSION** - Ability and desire to pray for the needs of others with special fervency and frequency. (Isa. 59:16, 1Tim. 2: 1)

**CRAFTSMANSHIP** - Ability to design, build, or repair things using an inherent skill imparted by God. (Ex. 35:30-33)

**SINGER**- One who glorifies God and inspires others through song. (Ch 15:16-27)

**MUSICIAN** - One who plays an instrument skillfully and inspires others to play or sing for God's glory. ( 1Chron. 15:16; 16:42; 2 Chron. 5:13)

**WORSHIP LEADER** - One who oversees and directs the musicians, singers and congregation in praise and worship (see intro. to Ps. 109, 139, and 140)



#### Introduction

- A. Webster's Dictionary defines conflict from the Latin word "conflictus" which means "a striking together, a contest; originally meant to fight, contend, to clash; incompatible; to be in opposition; sharp disagreement; emotional disturbance resulting from a clash."
- B. Conflict is an area that those in leadership often face, and therefore, they must receive understanding of the Biblical principles involved in resolving problems in relationships. Conflict happens for a variety of reasons, but we will see that whatever the cause for it, it always brings an opportunity to grow in Christ, being conformed more to Jesus' image.
- C. Conflict strengthens our character by:
  - 1. Making us examine and purify our motives
  - 2. Revealing faults and flaws in ourselves and in the church which otherwise might not be revealed
  - 3. Teaching us spiritual endurance and spiritual carefulness

Not all conflict is negative. There are times the Lord shakes the church and allows conflict to come so He can make needed changes.

- D. Ephesians 4:3 says, "*Be eager and strive earnestly to guard and keep the harmony and oneness of [and produced by] the Spirit in the binding power of peace.*" (Amplified) Effort must be expended in maintaining the harmony of our relationships. Building trust is a major investment in the Kingdom of God.

#### The Church in Conflict

- A. "The greatest hindrances to a positive, powerful, glory-filled church atmosphere are divisions and unresolved offenses. When people are polarized and fighting among themselves, a thick cloud of oppression hovers over the church."<sup>1</sup> We must work to establish an atmosphere of harmony and unity that is evidenced by joy and peace.
- B. There needs to be a cleansing of the atmosphere by removing the offenses. Every believer must accept responsibility for taking the initiative to resolve any and all conflicts. Our aim should be to try and maintain a forgiving and compassionate atmosphere. Psalm 86:5; Col. 3:12-14.

#### Sources of Conflict

- A. While there can be many causes for conflict, the following are some more general and common causes.
  - 1. Transition

When the church is going through transition, confrontation will surface. "The enemy will attack the vision and the leadership. There will be criticism and resentment. Old power struggles will be reopened. Anything inside us that is unresolved will come to the surface."<sup>2</sup>

Instead of looking beyond the circumstances to detect the hand of God at work, some people look for the obvious and interpret it according to their own thinking and feeling; there is a problem in the leadership, there is sin in the camp, that we have a wrong vision, or we are out of God's will.

2. Satanic Attack

The enemy seeks to get between people, to penetrate relationships. Marriages, leadership teams, and key positions are favorite targets. Leaders are particularly vulnerable. They must guard each other and develop their relationship in honesty, integrity, and true agape love.

3. Jealousy (James 4:1-2)

The snakebite of jealousy is another source of conflict. Jealousy is the uneasiness that arises from apprehension that another enjoys some advantage we desire for ourselves. It is being suspicious that we do not enjoy the affection or respect of others, or that another is more respected and loved than ourselves. When jealousy is present, true fellowship is impossible. It breeds insecurity, and was present in the first sin of one human being against another (Cain and Abel).

4. Comparing leaders/ministries (1 Cor. 1:10-12; 2:3-10)

Don't allow people to pull down any leader's reputation or ministry through criticism. Paul addressed this in

5. Ministry Frustration

Sometimes when a person is position-minded they will only choose leadership tasks that bring him into the limelight. He will not serve his way into the ministry. Others will over estimate their own abilities and ministry and will create frustration and bitterness if one feels it is not being recognized. There is a genuine frustration that comes when one is not being used and receives no opportunity to grow in their gifting over a period of time. Those in leadership must become sensitive to this.

6. Sowers of Discord (Romans 16:17)

We must be aware of negative fellowship, cynical conversation, and power-broking amongst the people. "We need to be able to discern correctly and examine the behavior. Is there someone who is being domineering, controlling, or manipulative? Is there somebody behind the scenes behaving dishonestly? Is there somebody walking around getting into every house telling stories? Is there someone on the phone to everybody causing divisions and divisiveness? Who is doing the peaceful thing, and who is doing the divisive thing? Those who behave righteously in accordance with the fruit of the Spirit and the character of God are approved; those who are doing the opposite are clearly not, because they are walking in the flesh to get their own way."<sup>3</sup>

B. Conflicts can also arise from weaknesses in the way leadership conducts itself or responds.

1. When there is inconsistency in practicing clearly established principles which are clearly established in the local church.
2. When the leadership violates moral and ethical standards taught to the people.
3. When the leadership declares a vision or direction from the Lord and then abruptly abandons or changes from that direction to move in another direction without explanation.

4. When the leadership avoids, procrastinates, or ignores the necessity of confronting and handling the problem of those who are sowing seeds of contention and then does not properly handle the problem.
5. When the senior pastor violates his own standards and wisdom in choosing unqualified leadership to serve the people, thus causing confusion.
6. When the leadership carelessly handles an explosive situation without considering the ramifications or makes a hasty decision without prayer.
7. When the leadership does not consistently practice principles of forgiveness (taught in Matthew 18) and thus allows offenses to grow in the church and in the leaders.
8. When the leadership acts independently, violating the spirit of team ministry, in making decisions which will affect the whole body.<sup>4</sup>

## Handling Conflicts Correctly

A. We err when we avoid any confrontation at all because of fear. Avoidance allows a potentially restored relationship to slip further into separation, possibly being lost forever. It takes courage to overcome the barrier of fear of rejection and go to the other person first.

B. The Law of Perspective (Matthew 7:1-5)

We are to avoid having a critical spirit. We are not to sit in a lofty position, looking down upon others. We are to use discernment, but not to be judgmental and condemning which is the satanic counterfeit of godly discernment.

1. Proverbs 19:11 says, *"The discretion of a man makes him slow to anger, and it is to his glory to overlook a transgression"*. When is it more appropriate to overlook a transgression than to confront it? We have two choices: to correct or to overlook it. If a person's sin is not likely to be repeated in the future and has not broken our relationship, I can choose to forgive and forget. If an act of forgiveness will eliminate the problem, there is no reason for confrontation and correction. If there is a pattern in the other person's life whereby the hurt may reoccur, then there must be dialogue to work out the problem.

2. Galatians 6:1 says, *"Brethren, if a man is overtaken in any trespass, you who are spiritual restore such a one in a spirit of gentleness, considering yourself lest you also be tempted."* The process of confrontation must be done in an attitude of gentleness. Our concern is for the growth of the other person. The law of Christ is love.

3. One of the most energy-demanding duties a person can be engaged in is to communicate. Communicating takes tremendous effort. Communication is worthwhile because it keeps people from being hurt, confused, and misunderstood. Therefore, a leader must make the effort to sharpen his communication skills.

C. Strategies to help in the problem-solving process:

1. Attack the problem, never the person
2. Get all the facts
3. List all the options (be objective)
4. Choose the best option
5. Look for the positives in the problem

6. Never withhold love<sup>5</sup>

D. The Matthew 18 Principle

Matthew 18:3-20 is the central passage of Scripture that describes the process of confrontation, discipline, and reconciliation. Confrontation should aim to lead to reconciliation. The attitude and spirit with which we approach a covenantal dialogue makes all the difference. The whole passage of Matthew 18 is dedicated toward gentleness, sensitivity, forgiveness, patience and reconciliation. It must be firm and decisive when necessary, but it must be absorbed within the larger picture of reconciling love. The following procedure is taken from Keith Inrator's book *Covenant Relationships*.<sup>6</sup>

1. Stage #1: Go to the person alone.

One must go to the person to establish communication, without involving other people. You want to try and contain the problem. You need to be as objective and direct as possible. There are two possible results – the person will receive the input and reconciliation will result. Or, he won't receive it, and the confrontation must escalate to stage 2.

Here it is important to both know how to properly seek forgiveness and be able to lead someone else in doing it.

2. Stage #2: Take someone with you.

Give some time before going to the next stage, which is to bring a third party in. This person/persons may be either a neutral mediator or an additional witness. Some people may not count the reconciliation process as very important and will tend to avoid coming to a meeting. They may try to pass over the fact there is not reconciliation by pretending that, from their point of view, reconciliation has already taken place. Either stubbornness or avoidance can keep the process from reaching its desired end. One must keep the right spirit by not becoming intimidating or vindictive, but remaining affirming and humble.

3. Stage #3: Take it to the church.

This is when there is the refusal to deal with the issue and be reconciled. The issue is told and explained to the elders in the hope that some solution can be found. If reconciliation cannot be brought to pass, the elders must inform those necessary depending upon the extent of the problem.

4. Stage #4: The end result - broken fellowship

Since the person insists upon continuing in a covenant-breaking attitude, his presence threatens the fabric of the congregation's inter-relationships. The poison of pride and resentment must be removed. The dis-fellowshipping is not so much an execution of punishment as it is taking note of a fact that has already taken place. This means to let him be to you as anyone else who is not within the covenant of unity of the congregation. Dis-fellowshipping is a clear, authoritative statement to preserve unity with the general membership. See 1 Cor. 5:4-5; 12-13. The purpose of dis-fellowshipping is to remove the unreconciled elements from the greater body of people who are reconciled.

## What We've Learned

- In the community of church life, we can expect to have conflicts and disagreements. Even though there can be various root causes, God can always use them to strengthen and develop us and the Church.
- When offenses are not handled Biblically, there are always results that threaten the life and harmony of the corporate body.
- As leaders, we must stay sensitive to our own heart, and to those around us, and be quick to recognize and deal with strife and contention.
- We must learn to handle disagreements correctly and scripturally and model this before the other believers, helping them in their struggles, also.
- The clear Scriptural instructions found in Matthew 18 are to be our guide in all disputes.
- As leaders, we must always work to keep the harmony of the church and the flow of the Holy Spirit a priority. Therefore, we should be proactive in responding to the “points of tension” we become aware of.
- Leaders must always examine their own hearts and minister in tense situations with humbleness and gentleness, yet firmness at times. We must always give room for our own mistakes.

## For Application and Discussion

- After reviewing this lesson, ask the Holy Spirit to reveal anyone to whom you need to ask forgiveness or need to forgive.
- Do you harbor any unhealthy criticism, offense, or bitterness to anyone? Ask the Lord to help you forgive.
- Do you have a good, healthy relationship with your family and church leadership? If not, ask the Holy Spirit how He wants you to begin to repair those broken relationships.
- Have you become religious, allowing yourself to judge others? Humble yourself before the Lord and He will soften your heart.

## Endnotes

<sup>1</sup> Damazio, Frank, The Gate Church (Portland, OR: City Bible Publishing, 2000), p. 21.

<sup>2</sup> Cooke, Graham, A Divine Confrontation (Shippensburg, PA: Destiny Image Publishers, Inc., 1999), p. 322)

<sup>3</sup> Ibid, p. 329.

<sup>4</sup> Damazio, Frank, Lay Pastor Training Manual (Portland, OR: City Bible Publishing, 1997), p. 69.

<sup>5</sup> Maxwell, John, Relationships 101 (Nashville, TN: Thomas Nelson, Inc., 2003), p. 75-76.

<sup>6</sup> Intrator, Keith, Covenant Relationships (Shippensburg, PA: Destiny Image Publishers, Inc., 1989), pp. 79-90.



## Leadership Training

### *Equipping Others*

#### Introduction

A. We will look at the fact that if you really want to be a successful leader, you must develop other leaders around you. You must be able to communicate your vision and impart it to those working with you.

B. “Our goal should not be to draw a following that results in a crowd. Our goal should be to develop leaders who become a movement! There is no success without a successor!”<sup>1</sup>

In the early days of America’s history, there were two English revivalists that preached throughout England and came to America to spread revival fires. These men were George Whitefield and John Wesley. Both preachers drew large crowds wherever they went and met with great success. However, only one left behind a legacy of other preachers and a religious denomination that extends to this day – the Methodist Church. That was John Wesley. He learned how to equip and train and pass on his vision to faithful leaders.

C. We need to create a virtual greenhouse for leadership, an atmosphere or environment that will make potential leaders flourish. Jesus does not want us to just birth children into the Kingdom. He wants us to father them into maturity and bring them to the place where they bear fruit for the Father.

#### Imparting Vision

A. Your vision for your ministry in your church and community must be God’s vision or it will be on a shaky foundation. Through prayer you allow the freedom for God’s Holy Spirit to guide you in all you do. Prayer must continue to be a thread woven into every area of your ministry to stay in tune with God’s leadership. Remember this about your vision:

1. Be specific

According to Habakkuk 2:3-4 the vision for your church or ministry should be made plain to everyone. Writing out a vision statement is helpful in clarifying in words just what your vision is. This will help you take it from being too general to being specific. It needs to be easy to be remembered, and repeated often enough that people know exactly what the vision is, especially those working with you.

2. Share your vision with the Pastor and Elders

Your ministry vision should complement and support the overall vision of the church.

3. Allow God to process and develop your vision

While you can and should receive input from other ministries, don’t expect to “clone” another. God doesn’t work that way!

4. Develop goals and strategies

These will help you, and those you are working with, to achieve or move toward this vision.

5. Evaluate your ministry regularly

Make necessary adjustments and prayerfully seek God's direction for improving.

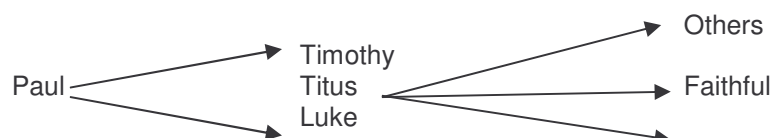
6. Keep focused

Keeping your ministry's purpose and vision in front of the team at all times will help focus this ministry. Check to make sure all plans will accomplish the purpose God has given the team.

- B. The goal of the visionary leader who oversees a church or ministry is primarily involved in sowing the vision in the hearts of the people to go beyond his or her ability and lifetime. We see this in the Biblical examples of Elijah and Elisha, Moses and Joshua, Paul and Timothy, and Jesus and the 12 disciples.
- C. It takes a leader with vision to see the future leader within a person. Michelangelo, when questioned about his masterpiece, *David*, answered that the sculpture had always existed within the stone. He had simply chiseled away the rock around it. You must be able to see the potential in a person and help to encourage it forth.
- D. Having and sharing a vision does even more than motivate a ministry. It also gives people vision and direction for their individual lives. As they contribute to the larger goals of the church, they begin to identify more clearly a vision for themselves. As that vision becomes clearer and that sense of direction stronger, their lives become more meaningful.
- E. Vision Killers:
  - 1. Tradition
  - 2. Fear and insecurity
  - 3. Stereotypes
  - 4. Complacency
  - 5. Fatigue
  - 6. Short-Term thinking

## The Law of Reproduction

- A. In the creation narrative found in Genesis 1, God repeatedly made reference to everything He created, including plant life, animals, and human beings, reproducing "*after their own kind.*" Every leader must realize that he is going to reproduce himself in those under him. He must remember that not only his strengths, but also his weaknesses, will be reproduced in those to whom he ministers. This should cause all leaders to examine their own lives very carefully.
- B. In 2 Timothy 2:2, we see that Paul desired to reproduce his life and doctrine in Timothy, so that his son in the faith could then reproduce the same in others. "*And the [instructions] which you have heard from me along with many witnesses, transmit and entrust [as a deposit] to reliable and faithful men who will be competent and qualified to teach others also.*" (Amplified)



## Men

This is not, however, to be robots or clones. Not all of God's people or ministries are exactly the same! Nor can one man or leader bring someone or a ministry to full maturity.

- C. We must allow people to discover their aptitudes, abilities, and capacity for ministry. Then we can help them refine their skills. We must help people discover their spiritual gifts and allow them to develop and dispense those gifts. We are a training center. We must motivate and encourage people to discover and use their spiritual gifts.

This involves the following process:

- Modeling...I do it.
- Mentoring...I do it, and they are with me.
- Monitoring...They do it, and I am with them.
- Multiplying...They do it, I am in the background.
- Equipped....They do it!"<sup>2</sup>

## Delegation

- A. Delegation is the process of identifying your work responsibilities and assigning portions of your work to others, so that workers become fulfilled and the work is accomplished.

"One definition of leadership is the ability to recognize the special abilities and limitations of others, combined with the capacity to fit each one into the job where he will do his best. He who is successful in getting things done through others is exercising the highest type of leadership."<sup>3</sup> Dwight L. Moody once said that he would rather put a thousand men to work than do the work of a thousand men.

- B. Why Do We Fail to Delegate?

1. Insecurity – We may be afraid to lose control of everything.
2. Lack of confidence in others- Not being able to see the potential in others.
3. Lack of ability to train others - Having a desire to mentor or delegate but unsure about how to go about it.
4. Personal enjoyment of the task – The leader should focus on performing tasks no one else can do, not simply on doing tasks he or she enjoys.
5. Habit - Just does what one has always done without considering other options.
6. Inability to find someone else to do it.
7. Lack of time - Or not making it a priority.
8. An "I can do it best" mindset (would rather do it themselves rather than allow others to do it differently).

- C. Moses and the Jethro Principle (Exodus 18:13-18; Numbers 11:10-15):

Like most leaders, Moses had a heart for his people. Like most congregations, the people had needs. It required wisdom, foresight, and the ability to delegate authority for Moses to find balance between his heart and his people's needs. As Moses did, we must first understand

the ministry gift God has given us before we can release that gift to others. Moses' dilemma and his method of solving it provide valuable insights for us.

For Moses, the benefits of delegating were:

1. He was able to concentrate on the higher aspects and responsibilities of his office
2. The latent and unsuspected talents of many of the followers were discovered
3. He developed those who could have become critics into loyal allies by using them in ministry. (a caution here, however, is that one cannot use this as the main reason you use someone!)
4. He made provision for effectual leadership of the nation after his death

D. The Protocol of Delegating:

1. Must have the right motives. It is not just to get rid of work we don't want to do. It is for "developing people."
2. Must determine what can and cannot be delegated. You should delegate lower priority items such as routine tasks, so you can concentrate on higher priority items.
  - List all your current activities. Combine them into natural groupings. Eliminate unnecessary activities. Circle tasks someone else can do. Put an asterisk by each one that only you can do.
  - Do not delegate the responsibility to correct or discipline, issues involving confidential information or the responsibility to create and maintain morale.

E. Stephen Covey, who wrote *The Seven Habits of Highly Effective People*, wrote: "Many people refuse to delegate to other people because they feel it takes too much time and effort and they could do the job better themselves. But effectively delegating to others is perhaps the single most powerful high-leverage activity there is."<sup>4</sup>

F. Good delegation involves:

1. Grant the person enough authority to do the job right. Avoid over-control and under-control. Be there to help when needed, but don't breathe down his neck.
2. Give them the job in a motivating manner and help them get off to a good, strong start. Provide ongoing support, encouragement, and training.
3. Hold them accountable for their performance.
4. Avoid bypassing delegated authority to solve a situation.

G. Recruiting Potential Leaders:

1. Plan what you intend to do
2. Evaluate
3. Make a list
4. Approach
5. Be specific and clear
6. Give the person time to prayerfully consider

7. Receive any “no” responses graciously
8. Hit a brick wall? If no one is available that is qualified or willing, ask yourself:
  - Does God really want this done?
  - Can we rearrange ministry responsibilities so we can do this?

## What We’ve Learned

- As a leader, one of our goals is to multiply others in our ministry and impart vision to them.
- One of the most effective ways to do this is to learn to delegate to others.
- The Holy Spirit helps the leader to see the potential in others and gives insight in how to recruit and draw this potential out of them.
- As leaders, we need to look into the future and develop those who can take the ministry on. A successful leader will have a successor.

## For Application and Discussion

It would be good and beneficial for you to spend some time prayerfully writing down your vision for your ministry or life. Ask the Holy Spirit to help you define and sharpen your vision as you put it into words on paper. Be as specific and clear as you are able to. Then ask the Lord to begin to give you strategies on how to see your vision come to fruition.

- Am I willing to invest in other people? \_\_\_\_\_
- How much time do I spend equipping others? \_\_\_\_\_
- Have I developed a prospect list? \_\_\_\_\_
- What areas am I or could I equip others in? \_\_\_\_\_  
\_\_\_\_\_

Write out your vision statement for your life, your family and your ministry below:

## Endnotes

- <sup>1</sup> Maxwell, John, Developing the Leaders Around You (Nashville, TN: Thomas Nelson, Inc., 1995), p. 3.
- <sup>2</sup> Damazio, Frank, Lay Pastor Training Manual (Portland, OR: City Bible Publishing, 1997), p. 53.
- <sup>3</sup> Sanders, J. Oswald, Spiritual Leadership (Chicago: Moody Press, 1967), p. 167.
- <sup>4</sup> Covey, Stephen R. The Seven Habits of Highly Effective People (New York: Simon and Schuster, 1989), p. 171.



## Leadership Training

### *Building Teamwork*

#### Introduction

- A. A team leader is a person who functions in a leadership role as an elder, deacon, staff-ministry, department head, or care leader, fulfilling the ministry Christ has given him in the local church in support of the senior pastor. A ministry team is a group of men and/or women of God who are knit together in spirit and purpose for God's Kingdom.
- B. God never intended for one person to carry all of the pressure or responsibility for a local church or major ministry. One man cannot carry the burden alone, without paying a price physically, emotionally, and spiritually. For practical reasons, as well as moral, doctrinal, and spiritual reasons, God has ordained ministry to work in teams.
- C. One of the first things Jesus did at the start of His ministry was to call together and begin to establish His team of disciples (Matt. 4:18-23; Mark 3:13-19). We also see the concept of team ministering at work in the early church in Acts 13:1-5.
- D. Over time a "team" *always* out performs an individual, no matter how talented one may be.

#### The Purpose and Advantage of Team Ministry

- A. Team ministry provides a living demonstration of the principle of body ministry as seen in 1 Corinthians 12.
- B. A team can more effectively find the mind of the Lord for a meeting or series of meetings and pray towards the fulfillment of God's will. You might be the original vision caster, but let others have input and own the vision with you.
- C. Team ministry will be much more effective and will produce greater results.
- D. Team ministry provides a greater possibility for safety and balance in ministry.
- E. Team ministry helps guard against the immoral traps set by the enemy, which have snared so many individual ministries.
- F. Team ministry provides strength and encouragement for the ministries themselves. Ministering with others provides a sense of inspiration and spiritual growth. The great fellowship involved provides great strength.
- G. When less experienced ministries can accompany more mature ones, the process of discipleship and training is strengthened.<sup>1</sup>

#### Keys to Team Ministry

- A. You shouldn't let situations fester under the surface and grow worse. It is better to handle the matter when it is small, rather than to allow it to grow like an infection and harm many. Phil. 4:2-3; Heb. 12:14-15
- J. Oswald Sanders said, "Morale is the attitude that leads to people working together as a team with a minimum of friction. When matters that call for attention are neglected and allowed to drift, morale drops, and performance is affected. If the stumbling block is a factor that can be remedied, it should be done at once. If it is a person, the delinquent should be dealt with as soon as the facts are clear, and let the chips fall. Of course, the person or group

involved should be treated with consideration and love, but the work of God should not be sacrificed for the sake of keeping peace."<sup>2</sup>

- B. Some important things to keep in mind as far as team ministry is concerned is:
1. Keep Jesus as the head
  2. Be committed to the vision and to each other
  3. Pray together as a team
  4. Proper authority and submission to that authority must be recognized
  5. Maintain unity
  6. Leaders must both encourage and affirm team members

## Building Your Team

- A. We must remember that because people are so busy today, and sometimes hesitant to commit to many things, it is not easy to enlist leaders and volunteers to meet ministry needs. However, it can be done and there are people who are willing to serve.
- B. A leadership team should be made up of people from different life stages and generations. It should also include different leadership styles. If you only choose those like yourself, there will not be balance in your planning or ministry. Respect and value all leadership styles, gifts, knowledge, experience, and personalities.
- C. A leader's co-workers should be *like-minded* with their leader. They should agree on basic goals and objectives. In addition, co-workers should demonstrate a maturity, a holiness, an ability to do their job, and a faithfulness to those whom God has called them to serve. This will express itself in loyally performing small responsibilities, in working cheerfully with others, and in a righteous lifestyle.<sup>3</sup>
- D. Five keys to building your team:
1. Focus your time and energy to equip leaders and develop future leaders. Pastor Gordon MacDonald says that there are four groups of people to consider:
    - VIP – Very important people (current leaders)
    - VTP – Very teachable people (future leaders)
    - VNP – Very nice people (the encouraging sheep)
    - VDP – Very draining people (the “you never solve their problems people)
  2. Select and recruit people with leadership potential.
  3. Agree on areas for training and development.
  4. Recognize the dynamics of an effective training process:
    - I do it, you watch me.
    - I do it, you help me.
    - You do it, I help you.

- You do it, I watch you.
    - You do it with someone else.
  - 5. Schedule regular appointments for on-going reporting, encouragement, and accountability.
- E. How not to Choose Workers:
1. On their ability and not character.
  2. When under pressure to fill a position in the church.
  3. Because the co-laborer will give a lot of money to the church or add prestige in any way.
  4. Because they have the most academic education.
  5. Because they threaten to leave the church if you do not use them immediately.
- F. A good example or picture from nature of team wisdom is given to us by geese flying in a “V formation”. We can learn the following principles from them:
1. People who share a common direction and sense of community can get where they are going more quickly and easily because they travel on the thrust of one another.
  2. When a goose falls out of formation, it will feel the drag and resistance of trying to go it alone and quickly get back into formation.
  3. When the lead goose gets tired, he moves back in the formation and another goose flies point. It pays to take turns doing hard jobs.
  4. The geese flying in the back honk to encourage those up front. We need to be careful what we say when we honk from behind.
  5. When a goose gets sick or is wounded by gunshot and needs to fall out, other geese remain with him to help and protect him until he is ready to fly again. In the same way, we should stand by each other, protect one another, and assist in the healing process when necessary.

## Essential Qualities for Team Members

### A. Character

Serious character flaws cannot be ignored. They will eventually make a leader ineffective every time. One must not confuse this with a weakness. A weakness can be changed or overcome through training or experience. Character flaws cannot be changed overnight and involves significant relational investment on the part of the leader. Warning signs to watch for include:

1. A person’s failure to take responsibility for his actions or circumstances.
2. Unfulfilled promises or obligations. Doesn’t have follow through, or the determination to get the job done completely and with consistency.
3. Failure to meet deadlines.
4. Unwillingness to submit, play team ball, and follow the leader.

You can tell much about a person's ability to lead others from how well he manages his own life, and his interaction with others through his relationships.

B. Influence

What is the leader's level of influence? Who influences the leader? Look at whom they are influencing.

C. Positive Attitude

Being positive includes the ability to be resilient or able to bounce back when problems arise. It also includes seeing the *whole* ministry and all of its needs, the "big picture mindset" and to do what is required regardless of personal mood.

"People of positive attitudes are able to go places where others can't. They do things that others can't. They are not restricted by self-imposed limitations. A person with a positive attitude is like a bumblebee. The bumblebee should not be able to fly because the size, weight, and shape of its body in relationship to its wingspread make flying aerodynamically impossible. But the bumblebee, being ignorant of scientific theory, flies anyway and makes honey every day."<sup>4</sup>

D. Excellent People Skills

This involves a genuine concern for others, the ability to understand people, and a concerted effort to interact positively with people. It also includes a willingness to always put the leader and the ministry above personal desires.

E. Proven Track Record

Look at what they've already done.

F. Evident Gifts

There are four kinds of people:

1. Never be's – One who is directed into an area where he is not gifted. They become frustrated, often blaming others for their lack of success, and eventually burning out. They need to be re-directed.
2. Could be's – One with the right gifts and abilities but lacking self-discipline. This person needs to develop the self-discipline to "just do it."
3. Should be's – One with raw talent but few skills for harnessing that ability. Once they are given help and training in developing his gifts, they will become the person they were created to be.
4. Must be's – Only thing lacking is the opportunity. They have the right gifts, skills and attitude, and the drive to do it.<sup>5</sup>

## The Team Leader

A. The Team Leader plays a very important role in the success of the team. Remember that people are not loyal to a position, but a person. Some keys to empowerment are:

1. Value people – that involves attitude.
2. Commit to people – that involves time.
3. Have integrity with people – that involves character.

4. Set a standard with people – that involves vision.
  5. Influence people – that involves leadership.
- B. You must learn to nurture the members of your team by:
1. Building trust – the single most important factor in building relationships.
  2. Showing transparency – be willing to take responsibility for your actions and be honest about your imperfections.
  3. Offering time – time is an investment. People cannot be nurtured from a distance – stay in touch with them.
  4. Believing in people – motivates and releases them. Make sure the right people with the right gifts and right talents are in the right positions.
  5. Giving encouragement – is “oxygen to the soul.” It empowers them by giving them energy to continue even when they make mistakes. Use lots of positive reinforcement.
  6. Exhibiting consistency– creates security. They know what to expect from us.
  7. Holding hope high – lifts morale and re-energizes people. It sees the potential in every situation and stays positive despite circumstances.
  8. Adding significance – Shows that what he is doing matters. Connects them to the big picture.
  9. Rewarding productions - Notice and draw attention to their fruit. Maximize every team member’s contribution.
  10. Establishing a support system – for emotional support, skills training, money, equipment and personnel. Facilitate communication so that all team members remain in the information loop. Assess and raise the level of community within the team.
- C. Mastering your meetings. A quality leader will:
1. Set an agenda – Distribute the plan in advance so attendees can prepare.
  2. Stay on track. Keep the team focused on the mission.
  3. Include food, or create an atmosphere that is relaxed and inclusive.
  4. Keep the climate upbeat.
  5. Always follow up by sending a recap of the meeting. Try to do that within a week after the meeting.

## What We’ve Learned

- Throughout the Scriptures we see that God’s intention is for ministry to be done in teams. While there is always a set leader, this helps to balance the load of ministry as well as providing accountability and balance.
- Team ministry also provides a proven format for equipping, training, and multiplying the ministry, and raising up new, qualified leadership.

- The leader is key, and should learn the art of leading and affirming his team of co-workers effectively
- A good team doesn't just happen, but must be built into one.
- If a leader neglects finding workers with the necessary good qualifications, he will encounter negative situations that can affect the whole team and potentially the ministry itself.

### For Application and Discussion

- If a team leader, what are your obvious weaknesses & strengths as a team leader?  


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- If not a team leader, how do I contribute to the team of people I work with (family, job, church)?  


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- Is there anything holding me back from advancing forward? Ask the Holy Spirit what you can do about this. Remember to go forth in humility and in the Lord's timing.  


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### For Further Study

God's Dream Team – Tommy Tenney  
Divine Confrontation – Graham Cooke  
Courageous Leadership – Bill Hybels  
 Any of John Maxwell's books

### Endnotes

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<sup>1</sup> Damazio, Frank, The Making of A Leader (Portland, OR: City Bible Publishing, 1988), p. 280.  
<sup>2</sup> Sanders, J. Oswald, Spiritual Leadership(Chicago: Moody Press, 1967), p. 138.  
<sup>3</sup> Damazio, Frank. The Making of A Leader (Portland, OR: City Bible Publishing, 1988), p. 203.  
<sup>4</sup>Ibid, p. 50.  
<sup>5</sup>Ibid, p. 52-53.